

# Milwaukee–Racine, WI National Compensation Survey October 2006

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# Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at:

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to [ocltinfo@bls.gov](mailto:ocltinfo@bls.gov).

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

Results of earlier surveys of this area are available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

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# Introduction

The tables in this bulletin summarize the NCS results for the Milwaukee–Racine, WI, metropolitan area. Data were collected between March 2006 and April 2007; the average reference month is October 2006. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

## NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

## Changes to the publications

The locality wage publications have undergone a number of significant changes. Beginning with the 3135 bulletin series, the releases employ:

1. The 2000 Standard Occupational Classification (SOC) system and the 2002 North American Industry Classification System (NAICS)
2. An expanded scope of establishments, lowering the minimum establishment size for private industry from 50 workers to 1 worker
3. Imputation for temporary non-response situations
4. Benchmarking of estimated employment
5. Redesigned tables, to reflect the new classification system and to emphasize work levels

## About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational ag-

gregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by high-level occupational aggregation.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings<sup>1</sup> and weekly hours for selected worker and establishment characteristics, Milwaukee-Racine, WI, October 2006

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>	Hourly earnings		Mean weekly hours <sup>3</sup>
	Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)		Mean	Relative error <sup>2</sup> (percent)	
<b>All workers</b> .....	\$19.87	3.0	34.8	\$19.42	3.4	34.9	\$24.93	0.5	34.3
<b>Worker characteristics<sup>4,5</sup></b>									
Management, professional, and related .....	30.84	2.6	37.5	30.94	3.0	38.3	30.28	1.7	33.7
Management, business, and financial .....	37.37	6.6	39.4	37.25	7.1	39.7	38.83	6.5	35.2
Professional and related .....	28.27	1.7	36.9	28.14	2.1	37.7	28.91	1.0	33.4
Service .....	11.16	4.6	27.4	9.71	6.7	26.6	19.89	1.6	33.1
Sales and office .....	15.41	7.6	33.8	15.38	7.8	33.7	16.31	2.8	36.8
Sales and related .....	16.50	20.8	29.2	16.50	20.8	29.2	—	—	—
Office and administrative support .....	15.03	3.3	35.7	14.97	3.4	35.7	16.31	2.8	36.8
Natural resources, construction, and maintenance .....	21.41	2.8	40.1	21.37	2.9	40.1	22.26	3.8	40.0
Construction and extraction .....	22.78	5.1	40.0	22.74	5.3	40.0	23.88	3.8	40.0
Installation, maintenance, and repair .....	19.54	3.7	40.3	19.45	3.9	40.3	20.95	2.3	40.0
Production, transportation, and material moving .....	15.32	5.0	37.6	15.32	5.0	37.6	14.91	17.8	39.3
Production .....	15.84	6.8	38.9	15.83	6.8	38.9	—	—	—
Transportation and material moving .....	14.44	6.7	35.7	14.44	7.0	35.5	14.33	21.1	39.2
Full time .....	21.40	2.9	39.8	20.97	3.2	39.8	26.09	.6	40.0
Part time .....	11.03	3.3	20.1	10.54	3.8	20.4	17.23	5.1	17.6
Union .....	23.27	3.4	36.0	22.06	5.6	36.2	25.16	.6	35.8
Nonunion .....	19.18	3.8	34.6	19.09	3.9	34.7	24.04	4.3	29.5
Time .....	19.83	2.7	34.6	19.35	3.0	34.6	24.93	.5	34.3
Incentive .....	20.53	15.3	39.1	20.53	15.3	39.1	—	—	—
<b>Establishment characteristics</b>									
Goods producing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Service providing .....	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	—	—	—	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
1-99 workers .....	18.09	6.2	34.5	18.04	6.3	34.5	—	—	—
100-499 workers .....	17.77	5.6	34.8	17.48	5.8	34.8	25.10	7.7	36.4
500 workers or more .....	24.91	4.2	35.3	24.94	5.5	35.7	24.78	.8	34.0

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

<sup>3</sup> Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>4</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>5</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>6</sup> Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$19.87	3.0	\$21.40	2.9	\$11.03	3.3
<b>Management occupations</b> .....	41.13	7.6	41.16	7.6	—	—
Level 9 .....	33.12	9.9	33.12	9.9	—	—
Level 11 .....	38.12	5.4	38.12	5.4	—	—
Level 12 .....	54.35	7.5	54.35	7.5	—	—
Not able to be leveled .....	55.10	10.1	55.30	10.0	—	—
Marketing and sales managers .....	48.85	6.0	48.85	6.0	—	—
Marketing managers .....	47.52	4.2	47.52	4.2	—	—
Financial managers .....	33.84	12.7	33.84	12.7	—	—
Industrial production managers .....	42.15	10.4	42.15	10.4	—	—
Education administrators .....	38.04	9.9	38.04	9.9	—	—
Education administrators, elementary and secondary school .....	44.15	6.7	44.15	6.7	—	—
Medical and health services managers .....	36.90	12.5	36.90	12.5	—	—
<b>Business and financial operations occupations</b> .....	29.28	6.9	29.00	7.9	—	—
Level 8 .....	26.01	8.8	26.01	8.8	—	—
Level 9 .....	27.25	8.3	27.28	8.4	—	—
Not able to be leveled .....	34.51	14.8	34.51	14.8	—	—
Buyers and purchasing agents .....	27.19	10.9	27.19	10.9	—	—
Accountants and auditors .....	23.17	4.6	23.17	4.6	—	—
<b>Computer and mathematical science occupations</b> .....	29.89	2.1	29.89	2.1	—	—
Level 7 .....	27.12	7.2	27.12	7.2	—	—
Level 8 .....	24.85	3.6	24.85	3.6	—	—
Level 9 .....	29.57	4.8	29.57	4.8	—	—
Level 11 .....	35.53	8.4	35.53	8.4	—	—
Computer programmers .....	32.81	7.3	32.81	7.3	—	—
Computer software engineers .....	30.30	5.4	30.30	5.4	—	—
Computer support specialists .....	26.30	3.8	26.30	3.8	—	—
Computer systems analysts .....	33.12	4.6	33.12	4.6	—	—
Network systems and data communications analysts .....	25.15	4.1	25.15	4.1	—	—
<b>Architecture and engineering occupations</b> .....	28.54	1.7	28.54	1.7	—	—
Level 7 .....	26.52	7.8	26.52	7.8	—	—
Level 9 .....	28.27	3.1	28.27	3.1	—	—
Engineers .....	30.26	4.5	30.26	4.5	—	—
Level 9 .....	28.38	3.1	28.38	3.1	—	—
Industrial engineers, including health and safety .....	27.42	.8	27.42	.8	—	—
Industrial engineers .....	27.42	.8	27.42	.8	—	—
Engineering technicians, except drafters .....	25.93	9.3	25.93	9.3	—	—
Level 7 .....	28.14	9.3	28.14	9.3	—	—
Electrical and electronic engineering technicians .....	24.64	15.8	24.64	15.8	—	—
<b>Life, physical, and social science occupations</b> .....	26.72	5.2	26.93	5.3	—	—
Physical scientists .....	36.49	7.5	36.49	7.5	—	—
<b>Community and social services occupations</b> .....	18.96	3.2	19.13	3.9	—	—
Level 9 .....	21.80	3.8	22.23	3.6	—	—
Social workers .....	19.72	3.1	19.72	3.1	—	—
Miscellaneous community and social service specialists .....	17.87	4.2	18.10	6.7	—	—
<b>Education, training, and library occupations</b> .....	30.69	4.0	32.20	5.0	19.53	8.3
Level 4 .....	9.71	12.2	—	—	—	—
Level 5 .....	15.85	1.9	—	—	—	—
Level 8 .....	19.79	22.3	—	—	—	—
Level 9 .....	35.48	.8	35.47	1.0	35.58	3.2
Level 11 .....	33.68	4.0	35.40	5.8	—	—
Postsecondary teachers .....	62.09	12.6	65.60	14.8	34.78	7.2
Level 11 .....	32.17	5.9	—	—	—	—
Arts, communications, and humanities teachers, postsecondary .....	32.61	.3	32.61	.3	—	—
Miscellaneous postsecondary teachers .....	41.37	5.1	—	—	—	—
Primary, secondary, and special education school teachers .....	28.93	14.1	29.16	14.8	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Primary, secondary, and special education school teachers —Continued						
Level 9 .....	\$34.51	1.0	\$34.62	0.9	—	—
Elementary and middle school teachers .....	33.76	1.4	34.44	1.3	—	—
Level 9 .....	34.81	.5	34.90	.4	—	—
Elementary school teachers, except special education .....	33.61	1.8	34.39	1.7	—	—
Level 9 .....	34.82	.8	34.92	.8	—	—
Secondary school teachers .....	34.32	2.1	34.69	2.6	—	—
Level 9 .....	34.02	2.0	34.19	2.2	—	—
Secondary school teachers, except special and vocational education .....	34.32	2.1	34.69	2.6	—	—
Level 9 .....	34.02	2.0	34.19	2.2	—	—
Other teachers and instructors .....	30.54	8.9	35.09	2.6	\$16.22	22.9
Level 9 .....	35.54	2.4	—	—	—	—
Teacher assistants .....	10.40	2.7	—	—	13.09	8.3
Level 4 .....	9.71	12.2	—	—	—	—
Level 5 .....	14.83	5.5	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	22.43	14.1	23.44	13.7	13.30	9.8
Not able to be leveled .....	22.75	25.4	25.24	24.4	13.30	9.8
<b>Healthcare practitioner and technical occupations</b> .....	25.93	1.7	25.52	2.2	27.20	4.3
Level 5 .....	16.32	5.8	16.04	6.6	—	—
Level 7 .....	23.11	3.5	—	—	—	—
Level 8 .....	25.89	1.5	24.97	1.3	29.55	.3
Level 9 .....	31.60	11.5	32.80	15.7	28.71	5.9
Not able to be leveled .....	23.89	4.7	22.69	4.3	28.38	8.8
Registered nurses .....	27.61	1.3	26.53	.5	29.27	3.4
Level 8 .....	26.28	1.9	25.13	1.2	29.55	.3
Level 9 .....	27.69	2.0	26.88	2.0	29.29	5.1
Not able to be leveled .....	28.84	3.0	—	—	—	—
Therapists .....	29.25	11.3	—	—	—	—
Clinical laboratory technologists and technicians .....	15.78	6.9	15.71	7.1	—	—
Licensed practical and licensed vocational nurses .....	20.08	4.2	—	—	19.21	2.9
<b>Healthcare support occupations</b> .....	11.68	5.0	12.82	5.2	10.36	.7
Level 2 .....	11.09	5.3	—	—	—	—
Level 3 .....	10.83	2.3	11.27	2.8	9.92	3.4
Nursing, psychiatric, and home health aides .....	10.90	2.3	11.50	.3	—	—
Level 2 .....	11.09	5.3	—	—	—	—
Level 3 .....	11.06	2.8	11.27	2.8	—	—
Nursing aides, orderlies, and attendants .....	11.29	.5	11.51	.3	10.65	1.9
Level 2 .....	11.09	5.3	—	—	—	—
Level 3 .....	11.09	3.0	11.29	3.0	—	—
Miscellaneous healthcare support occupations .....	14.26	8.8	—	—	—	—
<b>Protective service occupations</b> .....	17.00	8.4	17.59	10.8	9.74	3.2
Level 3 .....	11.15	6.5	—	—	—	—
Level 7 .....	21.36	.0	21.36	.0	—	—
Police officers .....	24.86	6.2	24.86	6.2	—	—
Police and sheriff's patrol officers .....	24.86	6.2	24.86	6.2	—	—
Security guards and gaming surveillance officers .....	12.60	11.1	13.02	13.6	—	—
Level 3 .....	10.78	5.4	—	—	—	—
Security guards .....	12.60	11.1	13.02	13.6	—	—
Level 3 .....	10.78	5.4	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	7.20	16.2	7.65	17.8	6.78	15.5
Level 1 .....	5.66	34.9	—	—	5.57	27.6
Level 2 .....	6.10	5.5	4.72	18.9	6.73	8.0
Level 3 .....	8.03	21.2	—	—	—	—
Level 4 .....	9.53	12.5	9.49	12.8	—	—
Cooks .....	10.53	6.6	—	—	—	—
Food preparation workers .....	9.55	5.6	—	—	—	—
Food service, tipped .....	4.92	16.7	—	—	5.05	42.4

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Food service, tipped —Continued						
Level 2 .....	\$4.16	17.6	—	—	\$4.94	22.6
Bartenders .....	7.56	5.4	—	—	—	—
Waiters and waitresses .....	3.71	36.2	\$3.23	20.2	—	—
Level 2 .....	3.59	14.5	—	—	—	—
Fast food and counter workers .....	8.21	3.4	—	—	7.42	5.3
Combined food preparation and serving workers, including fast food .....	8.15	3.8	—	—	7.29	6.3
<b>Building and grounds cleaning and maintenance occupations</b> .....	13.04	10.7	15.48	6.8	9.14	12.1
Level 1 .....	8.35	4.4	9.31	10.0	7.81	2.4
Level 2 .....	—	—	12.20	8.0	—	—
Level 3 .....	13.50	5.1	—	—	—	—
Building cleaning workers .....	10.45	9.0	11.72	5.5	9.16	13.2
Level 1 .....	8.33	5.0	—	—	7.78	2.7
Level 2 .....	—	—	11.97	8.5	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.32	10.6	12.78	5.5	—	—
Level 1 .....	8.97	15.9	—	—	7.72	7.0
Level 2 .....	—	—	12.46	9.4	—	—
Maids and housekeeping cleaners .....	8.30	3.6	—	—	—	—
Level 1 .....	8.14	3.8	—	—	—	—
Grounds maintenance workers .....	17.48	8.8	18.92	10.4	—	—
Landscaping and groundskeeping workers .....	17.41	9.3	18.91	10.9	—	—
<b>Personal care and service occupations</b> .....	12.60	11.8	15.93	7.5	8.88	11.3
Level 1 .....	7.44	4.4	—	—	7.44	4.4
Level 2 .....	8.14	7.2	—	—	8.14	7.2
Miscellaneous entertainment attendants and related workers .....	8.10	10.2	—	—	8.10	10.2
Recreation and fitness workers .....	11.41	13.5	—	—	9.02	7.8
Recreation workers .....	9.04	8.9	—	—	—	—
<b>Sales and related occupations</b> .....	16.50	20.8	20.14	22.0	8.09	3.9
Level 1 .....	8.15	.8	—	—	7.89	3.8
Level 2 .....	8.17	4.2	—	—	—	—
Level 3 .....	9.40	3.5	—	—	—	—
Level 4 .....	16.75	23.5	16.86	23.6	—	—
Retail sales workers .....	10.09	4.6	11.91	4.2	8.05	4.1
Level 1 .....	8.15	.8	—	—	7.89	3.8
Level 3 .....	9.44	4.5	—	—	—	—
Level 4 .....	11.93	3.7	11.96	3.5	—	—
Cashiers, all workers .....	8.67	2.4	—	—	8.18	7.2
Level 1 .....	8.04	8.9	—	—	—	—
Cashiers .....	8.67	2.4	—	—	8.18	7.2
Level 1 .....	8.04	8.9	—	—	—	—
Retail salespersons .....	10.12	3.6	—	—	8.03	3.3
Level 4 .....	11.99	4.8	—	—	—	—
<b>Office and administrative support occupations</b> .....	15.03	3.3	15.81	3.2	11.25	5.4
Level 2 .....	10.40	4.4	11.19	4.9	9.46	4.1
Level 3 .....	12.67	3.6	12.75	3.8	11.95	1.9
Level 4 .....	14.53	2.5	14.76	3.0	13.33	6.4
Level 5 .....	18.57	5.8	18.70	5.7	—	—
Level 6 .....	22.68	5.8	23.43	4.4	—	—
Level 7 .....	22.45	6.6	22.45	6.6	—	—
Not able to be leveled .....	16.34	4.0	16.51	3.9	—	—
Financial clerks .....	14.66	6.5	15.08	4.9	—	—
Level 3 .....	13.50	6.2	13.49	6.3	—	—
Level 4 .....	13.91	4.3	13.88	4.5	—	—
Not able to be leveled .....	17.54	8.4	17.54	8.4	—	—
Bill and account collectors .....	11.63	10.8	13.41	6.8	—	—
Bookkeeping, accounting, and auditing clerks .....	15.22	7.0	15.23	7.1	—	—
Level 4 .....	13.97	5.1	13.93	5.3	—	—
Not able to be leveled .....	17.54	8.4	17.54	8.4	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Payroll and timekeeping clerks .....	\$16.04	7.1	\$16.20	7.3	—	—
Customer service representatives .....	17.24	8.7	17.55	9.5	\$13.27	3.2
Level 4 .....	13.02	5.9	—	—	—	—
Receptionists and information clerks .....	11.53	2.8	—	—	9.53	5.8
Level 2 .....	11.37	2.1	—	—	—	—
Shipping, receiving, and traffic clerks .....	10.39	4.0	—	—	—	—
Stock clerks and order fillers .....	12.87	17.6	—	—	—	—
Secretaries and administrative assistants .....	17.31	5.8	18.22	7.0	11.96	7.0
Level 3 .....	11.66	2.5	—	—	—	—
Level 4 .....	12.98	6.4	14.15	4.7	—	—
Level 5 .....	18.64	8.6	18.64	8.6	—	—
Level 7 .....	24.15	3.4	24.15	3.4	—	—
Not able to be leveled .....	19.41	3.6	19.41	3.6	—	—
Executive secretaries and administrative assistants ....	20.07	6.0	20.57	5.8	—	—
Level 7 .....	24.15	3.4	24.15	3.4	—	—
Not able to be leveled .....	19.41	3.6	19.41	3.6	—	—
Secretaries, except legal, medical, and executive .....	12.28	6.8	13.20	8.5	—	—
Level 4 .....	11.90	8.6	—	—	—	—
Office clerks, general .....	13.15	5.8	13.31	7.8	12.79	8.4
Level 4 .....	13.55	4.7	13.95	5.2	—	—
<b>Construction and extraction occupations .....</b>	<b>22.78</b>	<b>5.1</b>	<b>22.78</b>	<b>5.1</b>	<b>—</b>	<b>—</b>
Level 4 .....	18.41	5.2	18.41	5.2	—	—
Level 5 .....	21.15	8.7	21.15	8.7	—	—
Level 7 .....	28.21	5.1	28.21	5.1	—	—
Electricians .....	26.81	1.1	26.81	1.1	—	—
<b>Installation, maintenance, and repair occupations .....</b>	<b>19.54</b>	<b>3.7</b>	<b>19.54</b>	<b>3.8</b>	<b>—</b>	<b>—</b>
Level 4 .....	16.60	16.2	16.56	16.5	—	—
Level 5 .....	17.88	5.5	17.88	5.5	—	—
Level 6 .....	19.96	3.3	19.96	3.3	—	—
Level 7 .....	20.47	6.0	20.47	6.0	—	—
Automotive technicians and repairers .....	20.07	.8	20.07	.8	—	—
Industrial machinery installation, repair, and maintenance workers .....	19.72	9.0	19.74	9.0	—	—
Level 7 .....	22.54	7.3	22.54	7.3	—	—
Industrial machinery mechanics .....	22.88	7.2	22.88	7.2	—	—
<b>Production occupations .....</b>	<b>15.84</b>	<b>6.8</b>	<b>16.04</b>	<b>7.2</b>	<b>10.91</b>	<b>11.1</b>
Level 1 .....	8.58	5.9	8.61	6.2	—	—
Level 2 .....	12.34	2.6	12.75	2.5	—	—
Level 3 .....	11.82	5.5	11.63	5.0	—	—
Level 4 .....	16.77	.9	16.77	.9	—	—
Level 5 .....	17.47	1.8	17.47	1.8	—	—
Level 6 .....	19.95	6.2	19.95	6.2	—	—
Level 7 .....	22.65	.9	22.65	.9	—	—
First-line supervisors/managers of production and operating workers .....	23.32	8.6	23.32	8.6	—	—
Electrical, electronics, and electromechanical assemblers .....	15.60	10.9	15.60	10.9	—	—
Miscellaneous assemblers and fabricators .....	11.92	12.6	12.29	14.2	—	—
Level 2 .....	13.26	10.4	15.28	3.1	—	—
Computer control programmers and operators .....	19.21	1.9	19.21	1.9	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	15.85	5.9	17.31	3.7	—	—
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	18.64	.5	18.64	.5	—	—
Inspectors, testers, sorters, samplers, and weighers .....	14.97	10.2	14.97	10.2	—	—
Miscellaneous production workers .....	13.52	12.5	13.60	12.9	—	—
<b>Transportation and material moving occupations .....</b>	<b>14.44</b>	<b>6.7</b>	<b>15.16</b>	<b>7.1</b>	<b>10.15</b>	<b>5.5</b>
Level 1 .....	9.15	6.4	9.52	7.8	8.18	5.1
Level 2 .....	12.42	7.2	12.57	7.7	—	—
Level 3 .....	12.98	13.3	13.37	18.1	—	—
Level 4 .....	14.53	5.8	15.09	1.9	—	—
Driver/sales workers and truck drivers .....	17.11	8.2	17.43	8.9	—	—

See footnotes at end of table.

**Table 2. Civilian workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Truck drivers, heavy and tractor-trailer .....	\$18.10	10.0	\$18.10	10.0	—	—
Truck drivers, light or delivery services .....	14.95	6.9	15.69	8.5	—	—
Industrial truck and tractor operators .....	15.81	13.4	15.81	13.4	—	—
Laborers and material movers, hand .....	10.26	6.0	10.62	6.8	\$8.58	9.1
Level 1 .....	9.05	6.6	9.36	7.6	8.21	5.1
Level 2 .....	11.07	11.9	11.23	11.6	—	—
Level 3 .....	11.51	9.6	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	10.99	6.9	11.61	6.8	9.13	9.8
Level 1 .....	9.06	6.0	—	—	8.56	5.7
Level 2 .....	11.43	14.1	11.43	14.1	—	—
Packers and packagers, hand .....	9.54	8.9	—	—	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$19.42	3.4	\$20.97	3.2	\$10.54	3.8
<b>Management occupations</b> .....	41.24	8.4	41.24	8.4	—	—
Level 9 .....	33.41	10.5	33.41	10.5	—	—
Level 11 .....	37.48	6.0	37.48	6.0	—	—
Not able to be leveled .....	57.06	10.1	57.06	10.1	—	—
Marketing and sales managers .....	48.85	6.0	48.85	6.0	—	—
Marketing managers .....	47.52	4.2	47.52	4.2	—	—
Financial managers .....	33.84	12.7	33.84	12.7	—	—
Industrial production managers .....	42.15	10.4	42.15	10.4	—	—
Medical and health services managers .....	36.09	13.6	36.09	13.6	—	—
<b>Business and financial operations occupations</b> .....	29.28	7.1	29.05	8.0	—	—
Level 8 .....	26.01	8.8	26.01	8.8	—	—
Level 9 .....	27.28	8.4	27.28	8.4	—	—
Not able to be leveled .....	34.51	14.8	34.51	14.8	—	—
Buyers and purchasing agents .....	27.19	10.9	27.19	10.9	—	—
Accountants and auditors .....	23.17	4.6	23.17	4.6	—	—
<b>Computer and mathematical science occupations</b> .....	29.95	2.1	29.95	2.1	—	—
Level 7 .....	27.12	7.2	27.12	7.2	—	—
Level 8 .....	24.85	3.6	24.85	3.6	—	—
Level 9 .....	29.57	4.8	29.57	4.8	—	—
Level 11 .....	35.53	8.4	35.53	8.4	—	—
Computer programmers .....	32.81	7.3	32.81	7.3	—	—
Computer software engineers .....	30.30	5.4	30.30	5.4	—	—
Computer support specialists .....	26.30	3.8	26.30	3.8	—	—
Computer systems analysts .....	33.12	4.6	33.12	4.6	—	—
<b>Architecture and engineering occupations</b> .....	28.95	1.1	28.95	1.1	—	—
Level 7 .....	26.10	9.2	26.10	9.2	—	—
Level 9 .....	28.38	3.1	28.38	3.1	—	—
Engineers .....	30.30	4.5	30.30	4.5	—	—
Level 9 .....	28.38	3.1	28.38	3.1	—	—
Industrial engineers, including health and safety .....	27.42	.8	27.42	.8	—	—
Industrial engineers .....	27.42	.8	27.42	.8	—	—
Engineering technicians, except drafters .....	25.74	10.2	25.74	10.2	—	—
Level 7 .....	27.87	10.6	27.87	10.6	—	—
Electrical and electronic engineering technicians .....	24.64	15.8	24.64	15.8	—	—
<b>Life, physical, and social science occupations</b> .....	27.41	5.8	27.41	5.8	—	—
<b>Community and social services occupations</b> .....	17.75	5.4	18.07	6.8	—	—
<b>Education, training, and library occupations</b> .....	29.36	8.5	29.99	9.6	—	—
Postsecondary teachers .....	66.97	15.1	67.82	16.6	—	—
Arts, communications, and humanities teachers, postsecondary .....	32.61	.3	32.61	.3	—	—
<b>Arts, design, entertainment, sports, and media occupations</b> .....	22.63	14.2	23.44	13.7	—	—
Not able to be leveled .....	23.19	26.0	25.24	24.4	—	—
<b>Healthcare practitioner and technical occupations</b> .....	26.16	1.9	25.66	2.4	27.73	5.0
Level 5 .....	16.15	6.2	16.04	6.6	—	—
Level 7 .....	22.68	4.7	—	—	—	—
Level 8 .....	26.51	2.3	25.29	1.6	29.55	.3
Level 9 .....	31.60	11.5	32.80	15.7	28.71	5.9
Not able to be leveled .....	23.89	4.7	22.69	4.3	28.38	8.8
Registered nurses .....	27.70	1.4	26.63	.5	29.32	3.5
Level 8 .....	26.51	2.3	25.29	1.6	29.55	.3
Level 9 .....	27.69	2.0	26.88	2.0	29.29	5.1
Not able to be leveled .....	28.84	3.0	—	—	—	—
Clinical laboratory technologists and technicians .....	15.78	6.9	15.71	7.1	—	—
Licensed practical and licensed vocational nurses .....	20.61	4.0	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Healthcare support occupations</b> .....	\$11.65	5.2	\$12.81	5.5	\$10.36	0.7
Level 2 .....	11.09	5.3	—	—	—	—
Level 3 .....	10.77	2.1	11.19	2.6	9.92	3.4
Nursing, psychiatric, and home health aides .....	10.82	2.1	11.38	.1	—	—
Level 2 .....	11.09	5.3	—	—	—	—
Level 3 .....	10.99	2.5	11.19	2.6	—	—
Nursing aides, orderlies, and attendants .....	11.19	.4	11.40	.2	10.63	1.9
Level 2 .....	11.09	5.3	—	—	—	—
Level 3 .....	11.02	2.7	11.21	2.8	—	—
Miscellaneous healthcare support occupations .....	14.26	8.8	—	—	—	—
<b>Protective service occupations</b> .....	12.64	10.1	13.03	12.3	—	—
Level 3 .....	10.78	5.4	—	—	—	—
Security guards and gaming surveillance officers .....	12.60	11.1	13.02	13.6	—	—
Level 3 .....	10.78	5.4	—	—	—	—
Security guards .....	12.60	11.1	13.02	13.6	—	—
Level 3 .....	10.78	5.4	—	—	—	—
<b>Food preparation and serving related occupations</b> .....	7.08	16.9	7.58	18.2	6.59	16.6
Level 1 .....	5.46	36.3	—	—	5.30	28.9
Level 2 .....	6.10	5.5	4.72	18.9	6.73	8.0
Level 4 .....	9.53	12.5	9.49	12.8	—	—
Cooks .....	10.46	6.9	—	—	—	—
Food service, tipped .....	4.92	16.7	—	—	5.05	42.4
Level 2 .....	4.16	17.6	—	—	4.94	22.6
Bartenders .....	7.56	5.4	—	—	—	—
Waiters and waitresses .....	3.71	36.2	3.23	20.2	—	—
Level 2 .....	3.59	14.5	—	—	—	—
Fast food and counter workers .....	8.18	3.2	—	—	7.35	4.9
Combined food preparation and serving workers, including fast food .....	8.12	3.6	—	—	7.22	5.9
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.27	9.5	11.49	9.0	9.08	13.4
Level 1 .....	8.08	3.0	—	—	7.67	2.9
Level 2 .....	—	—	10.74	3.8	—	—
Building cleaning workers .....	9.78	8.7	10.61	5.5	9.10	13.7
Level 1 .....	8.03	3.1	—	—	7.65	3.1
Level 2 .....	—	—	10.74	3.9	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	10.52	11.1	11.51	3.4	—	—
Level 1 .....	7.50	8.2	—	—	—	—
Level 2 .....	—	—	11.09	4.2	—	—
Maids and housekeeping cleaners .....	8.30	3.6	—	—	—	—
Level 1 .....	8.14	3.8	—	—	—	—
<b>Personal care and service occupations</b> .....	12.61	12.5	15.83	7.9	8.89	12.5
Level 2 .....	8.17	7.6	—	—	8.17	7.6
Recreation and fitness workers .....	11.51	13.6	—	—	9.05	8.1
<b>Sales and related occupations</b> .....	16.50	20.8	20.14	22.0	8.09	3.9
Level 1 .....	8.15	.8	—	—	7.89	3.8
Level 2 .....	8.17	4.2	—	—	—	—
Level 3 .....	9.40	3.5	—	—	—	—
Level 4 .....	16.75	23.5	16.86	23.6	—	—
Retail sales workers .....	10.09	4.6	11.91	4.2	8.05	4.1
Level 1 .....	8.15	.8	—	—	7.89	3.8
Level 3 .....	9.44	4.5	—	—	—	—
Level 4 .....	11.93	3.7	11.96	3.5	—	—
Cashiers, all workers .....	8.67	2.4	—	—	8.18	7.2
Level 1 .....	8.04	8.9	—	—	—	—
Cashiers .....	8.67	2.4	—	—	8.18	7.2
Level 1 .....	8.04	8.9	—	—	—	—
Retail salespersons .....	10.12	3.6	—	—	8.03	3.3
Level 4 .....	11.99	4.8	—	—	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Office and administrative support occupations</b> .....	\$14.97	3.4	\$15.77	3.4	\$11.21	5.6
Level 2 .....	10.37	4.5	11.17	5.0	9.46	4.1
Level 3 .....	12.67	3.7	12.74	3.9	—	—
Level 4 .....	14.51	2.6	14.75	3.1	13.28	6.8
Level 5 .....	18.84	6.5	19.00	6.3	—	—
Level 6 .....	22.99	5.9	23.82	4.4	—	—
Level 7 .....	22.73	8.3	22.73	8.3	—	—
Not able to be leveled .....	16.34	4.0	16.51	3.9	—	—
Financial clerks .....	14.60	6.7	15.03	5.0	—	—
Level 3 .....	13.49	6.3	13.49	6.3	—	—
Level 4 .....	13.87	4.4	13.84	4.5	—	—
Not able to be leveled .....	17.54	8.4	17.54	8.4	—	—
Bookkeeping, accounting, and auditing clerks .....	15.18	7.2	15.19	7.3	—	—
Level 4 .....	13.91	5.2	13.87	5.4	—	—
Not able to be leveled .....	17.54	8.4	17.54	8.4	—	—
Payroll and timekeeping clerks .....	16.04	7.1	16.20	7.3	—	—
Customer service representatives .....	17.24	8.7	17.55	9.5	13.27	3.2
Level 4 .....	13.02	5.9	—	—	—	—
Receptionists and information clerks .....	11.53	2.8	—	—	9.53	5.8
Level 2 .....	11.37	2.1	—	—	—	—
Shipping, receiving, and traffic clerks .....	10.39	4.0	—	—	—	—
Stock clerks and order fillers .....	12.87	17.6	—	—	—	—
Secretaries and administrative assistants .....	17.48	6.5	18.57	7.9	11.96	7.0
Level 3 .....	11.66	2.5	—	—	—	—
Level 4 .....	12.72	8.0	—	—	—	—
Level 5 .....	19.35	9.5	19.35	9.5	—	—
Not able to be leveled .....	19.41	3.6	19.41	3.6	—	—
Executive secretaries and administrative assistants .....	20.24	6.3	20.80	6.2	—	—
Not able to be leveled .....	19.41	3.6	19.41	3.6	—	—
Secretaries, except legal, medical, and executive .....	11.62	5.1	—	—	—	—
Office clerks, general .....	12.94	6.3	12.97	8.6	12.88	8.4
Level 4 .....	13.22	5.5	13.33	2.3	—	—
<b>Construction and extraction occupations</b> .....	22.74	5.3	22.74	5.3	—	—
Level 4 .....	18.33	5.8	18.33	5.8	—	—
Level 5 .....	21.15	8.9	21.15	8.9	—	—
Level 7 .....	28.34	5.2	28.34	5.2	—	—
Electricians .....	26.81	1.1	26.81	1.1	—	—
<b>Installation, maintenance, and repair occupations</b> .....	19.45	3.9	19.46	4.0	—	—
Level 4 .....	16.21	18.1	16.16	18.6	—	—
Level 6 .....	19.85	3.3	19.85	3.3	—	—
Level 7 .....	20.38	5.9	20.38	5.9	—	—
Industrial machinery installation, repair, and maintenance workers .....	19.57	9.2	19.60	9.3	—	—
Industrial machinery mechanics .....	22.88	7.2	22.88	7.2	—	—
<b>Production occupations</b> .....	15.83	6.8	16.02	7.2	10.91	11.1
Level 1 .....	8.58	5.9	8.61	6.2	—	—
Level 2 .....	12.34	2.6	12.75	2.5	—	—
Level 3 .....	11.82	5.5	11.63	5.0	—	—
Level 4 .....	16.77	.9	16.77	.9	—	—
Level 5 .....	17.44	1.7	17.44	1.7	—	—
Level 6 .....	19.92	6.4	19.92	6.4	—	—
Level 7 .....	22.65	.9	22.65	.9	—	—
First-line supervisors/managers of production and operating workers .....	23.32	8.6	23.32	8.6	—	—
Electrical, electronics, and electromechanical assemblers .....	15.60	10.9	15.60	10.9	—	—
Miscellaneous assemblers and fabricators .....	11.92	12.6	12.29	14.2	—	—
Level 2 .....	13.26	10.4	15.28	3.1	—	—
Computer control programmers and operators .....	19.21	1.9	19.21	1.9	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic .....	15.85	5.9	17.31	3.7	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006 — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	\$18.64	0.5	\$18.64	0.5	—	—
Inspectors, testers, sorters, samplers, and weighers .....	14.97	10.2	14.97	10.2	—	—
Miscellaneous production workers .....	13.52	12.5	13.60	12.9	—	—
<b>Transportation and material moving occupations .....</b>	<b>14.44</b>	<b>7.0</b>	<b>15.20</b>	<b>7.4</b>	<b>\$10.16</b>	<b>5.6</b>
Level 1 .....	9.04	6.6	9.36	7.6	8.18	5.1
Level 2 .....	12.93	7.0	13.17	7.4	—	—
Level 3 .....	12.71	13.5	12.99	17.9	—	—
Level 4 .....	14.53	5.8	15.09	1.9	—	—
Driver/sales workers and truck drivers .....	17.01	8.3	17.33	9.0	—	—
Truck drivers, heavy and tractor-trailer .....	18.05	10.1	18.05	10.1	—	—
Truck drivers, light or delivery services .....	14.67	6.8	15.39	8.3	—	—
Industrial truck and tractor operators .....	15.81	13.4	15.81	13.4	—	—
Laborers and material movers, hand .....	10.46	6.3	10.90	7.4	8.58	9.1
Level 1 .....	9.05	6.6	9.36	7.6	8.21	5.1
Level 2 .....	13.18	11.0	—	—	—	—
Level 3 .....	11.51	9.6	—	—	—	—
Laborers and freight, stock, and material movers, hand .....	11.52	7.6	12.48	7.5	9.13	9.8
Level 1 .....	9.06	6.0	—	—	8.56	5.7
Packers and packagers, hand .....	9.54	8.9	—	—	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 4. State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$24.93	0.5	\$26.09	0.6	\$17.23	5.1
<b>Management occupations</b> .....	40.08	6.7	40.41	6.8	—	—
Level 11 .....	43.99	8.0	43.99	8.0	—	—
Not able to be leveled .....	33.45	5.1	—	—	—	—
Education administrators .....	44.08	6.1	44.08	6.1	—	—
Education administrators, elementary and secondary school .....	44.72	6.5	44.72	6.5	—	—
<b>Life, physical, and social science occupations</b> .....	20.95	1.8	—	—	—	—
<b>Community and social services occupations</b> .....	20.48	5.5	20.57	6.0	—	—
Social workers .....	22.18	1.9	22.18	1.9	—	—
Miscellaneous community and social service specialists .....	19.48	7.0	—	—	—	—
<b>Education, training, and library occupations</b> .....	31.97	.5	34.73	1.2	20.74	6.8
Level 5 .....	15.44	.5	—	—	—	—
Level 9 .....	35.69	.6	35.69	.9	35.58	3.2
Postsecondary teachers .....	43.47	2.6	—	—	36.83	5.1
Primary, secondary, and special education school teachers .....	34.39	1.2	35.04	.5	—	—
Level 9 .....	34.71	.4	34.83	.2	—	—
Elementary and middle school teachers .....	34.11	1.3	34.90	.2	—	—
Level 9 .....	34.74	.5	34.82	.5	—	—
Elementary school teachers, except special education .....	34.09	1.6	35.00	.5	—	—
Level 9 .....	34.82	.8	34.92	.8	—	—
Secondary school teachers .....	35.03	.4	35.44	1.3	—	—
Level 9 .....	34.76	.3	—	—	—	—
Secondary school teachers, except special and vocational education .....	35.03	.4	35.44	1.3	—	—
Level 9 .....	34.76	.3	—	—	—	—
Other teachers and instructors .....	33.22	3.3	35.09	2.6	21.36	10.5
Level 9 .....	35.54	2.4	—	—	—	—
Teacher assistants .....	13.02	7.9	12.84	6.3	13.09	8.3
Level 5 .....	14.83	5.5	—	—	—	—
<b>Healthcare practitioner and technical occupations</b> .....	23.32	1.2	24.10	1.3	—	—
<b>Protective service occupations</b> .....	23.32	1.4	23.50	.8	—	—
Level 7 .....	21.36	.0	21.36	.0	—	—
Police officers .....	24.86	6.2	24.86	6.2	—	—
Police and sheriff's patrol officers .....	24.86	6.2	24.86	6.2	—	—
<b>Food preparation and serving related occupations</b> .....	11.35	.7	—	—	—	—
<b>Building and grounds cleaning and maintenance occupations</b> .....	19.59	2.2	20.68	2.1	9.84	6.9
Building cleaning workers .....	15.18	5.7	15.89	6.4	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	15.40	5.9	—	—	—	—
Grounds maintenance workers .....	19.61	5.8	—	—	—	—
Landscaping and groundskeeping workers .....	19.63	6.0	—	—	—	—
<b>Personal care and service occupations</b> .....	12.38	24.8	—	—	8.72	4.5
<b>Office and administrative support occupations</b> .....	16.31	2.8	16.66	2.9	12.82	.9
Level 3 .....	12.42	1.7	—	—	—	—
Level 4 .....	14.82	5.3	14.95	6.4	—	—
Secretaries and administrative assistants .....	15.85	5.3	15.85	5.3	—	—
Office clerks, general .....	14.77	5.0	15.23	4.9	—	—
<b>Construction and extraction occupations</b> .....	23.88	3.8	23.88	3.8	—	—
<b>Installation, maintenance, and repair occupations</b> .....	20.95	2.3	20.95	2.3	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings<sup>1</sup> for full-time and part-time workers<sup>2</sup> by work levels<sup>3</sup>, Milwaukee-Racine, WI, October 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>Transportation and material moving occupations .....</b>	\$14.33	21.1	\$14.39	21.2	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Milwaukee-Racine, WI, October 2006

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
<b>All workers</b> .....	\$19.87	3.0	\$21.40	2.9	\$11.03	3.3
<b>Management occupations</b> .....	41.13	7.6	41.16	7.6	—	—
Group III .....	37.55	5.7	—	—	—	—
Marketing and sales managers .....	48.85	6.0	48.85	6.0	—	—
Marketing managers .....	47.52	4.2	47.52	4.2	—	—
Financial managers .....	33.84	12.7	33.84	12.7	—	—
Industrial production managers .....	42.15	10.4	42.15	10.4	—	—
Group III .....	35.85	14.9	35.85	14.9	—	—
Education administrators .....	38.04	9.9	38.04	9.9	—	—
Group III .....	37.77	14.2	—	—	—	—
Education administrators, elementary and secondary school .....	44.15	6.7	44.15	6.7	—	—
Medical and health services managers .....	36.90	12.5	36.90	12.5	—	—
<b>Business and financial operations occupations</b> .....	29.28	6.9	29.00	7.9	—	—
Group II .....	23.23	8.4	—	—	—	—
Group III .....	30.41	11.9	—	—	—	—
Buyers and purchasing agents .....	27.19	10.9	27.19	10.9	—	—
Accountants and auditors .....	23.17	4.6	23.17	4.6	—	—
<b>Computer and mathematical science occupations</b> .....	29.89	2.1	29.89	2.1	—	—
Group II .....	25.93	5.0	—	—	—	—
Group III .....	31.69	4.2	—	—	—	—
Computer programmers .....	32.81	7.3	32.81	7.3	—	—
Computer software engineers .....	30.30	5.4	30.30	5.4	—	—
Computer support specialists .....	26.30	3.8	26.30	3.8	—	—
Group II .....	24.91	12.9	24.91	12.9	—	—
Computer systems analysts .....	33.12	4.6	33.12	4.6	—	—
Group III .....	33.11	5.3	33.11	5.3	—	—
Network systems and data communications analysts .....	25.15	4.1	25.15	4.1	—	—
<b>Architecture and engineering occupations</b> .....	28.54	1.7	28.54	1.7	—	—
Group II .....	24.44	10.0	—	—	—	—
Group III .....	29.63	4.0	—	—	—	—
Engineers .....	30.26	4.5	30.26	4.5	—	—
Group III .....	29.75	4.0	—	—	—	—
Industrial engineers, including health and safety .....	27.42	.8	27.42	.8	—	—
Group III .....	27.42	.8	—	—	—	—
Industrial engineers .....	27.42	.8	27.42	.8	—	—
Group III .....	27.42	.8	27.42	.8	—	—
Engineering technicians, except drafters .....	25.93	9.3	25.93	9.3	—	—
Group II .....	24.85	13.1	—	—	—	—
Electrical and electronic engineering technicians .....	24.64	15.8	24.64	15.8	—	—
<b>Life, physical, and social science occupations</b> .....	26.72	5.2	26.93	5.3	—	—
Group III .....	36.46	7.4	—	—	—	—
Physical scientists .....	36.49	7.5	36.49	7.5	—	—
Group III .....	36.49	7.5	—	—	—	—
<b>Community and social services occupations</b> .....	18.96	3.2	19.13	3.9	—	—
Group II .....	17.31	3.6	—	—	—	—
Group III .....	22.97	2.4	—	—	—	—
Social workers .....	19.72	3.1	19.72	3.1	—	—
Group III .....	22.70	2.5	—	—	—	—
Miscellaneous community and social service specialists .....	17.87	4.2	18.10	6.7	—	—
Group II .....	16.58	2.7	—	—	—	—
<b>Education, training, and library occupations</b> .....	30.69	4.0	32.20	5.0	19.53	8.3
Group I .....	9.89	4.4	—	—	—	—
Group II .....	14.19	22.4	—	—	—	—
Group III .....	35.47	1.0	—	—	—	—
Postsecondary teachers .....	62.09	12.6	65.60	14.8	34.78	7.2
Group III .....	37.54	2.5	—	—	—	—
Arts, communications, and humanities teachers, postsecondary .....	32.61	.3	32.61	.3	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Milwaukee-Racine, WI, October 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Miscellaneous postsecondary teachers .....	\$41.37	5.1	—	—	—	—
Group III .....	41.10	5.8	—	—	—	—
Primary, secondary, and special education school teachers .....	28.93	14.1	\$29.16	14.8	—	—
Group III .....	34.72	.8	—	—	—	—
Elementary and middle school teachers .....	33.76	1.4	34.44	1.3	—	—
Group III .....	34.88	.3	—	—	—	—
Elementary school teachers, except special education .....	33.61	1.8	34.39	1.7	—	—
Group III .....	34.90	.5	35.00	.5	—	—
Secondary school teachers .....	34.32	2.1	34.69	2.6	—	—
Group III .....	34.52	2.3	—	—	—	—
Secondary school teachers, except special and vocational education .....	34.32	2.1	34.69	2.6	—	—
Group III .....	34.52	2.3	34.69	2.6	—	—
Other teachers and instructors .....	30.54	8.9	35.09	2.6	\$16.22	22.9
Group II .....	15.64	18.8	—	—	—	—
Group III .....	35.54	2.4	—	—	—	—
Teacher assistants .....	10.40	2.7	—	—	13.09	8.3
Group I .....	9.89	4.4	—	—	11.83	1.7
Group II .....	14.83	5.5	—	—	—	—
<b>Arts, design, entertainment, sports, and media occupations .....</b>	<b>22.43</b>	<b>14.1</b>	<b>23.44</b>	<b>13.7</b>	<b>13.30</b>	<b>9.8</b>
<b>Healthcare practitioner and technical occupations .....</b>	<b>25.93</b>	<b>1.7</b>	<b>25.52</b>	<b>2.2</b>	<b>27.20</b>	<b>4.3</b>
Group II .....	22.63	3.3	—	—	—	—
Group III .....	33.59	6.3	—	—	—	—
Registered nurses .....	27.61	1.3	26.53	.5	29.27	3.4
Group II .....	26.06	1.7	24.95	1.1	29.23	1.0
Group III .....	27.86	2.0	26.88	2.0	29.38	3.2
Therapists .....	29.25	11.3	—	—	—	—
Clinical laboratory technologists and technicians .....	15.78	6.9	15.71	7.1	—	—
Licensed practical and licensed vocational nurses .....	20.08	4.2	—	—	19.21	2.9
Group II .....	19.04	2.5	—	—	19.21	2.9
<b>Healthcare support occupations .....</b>	<b>11.68</b>	<b>5.0</b>	<b>12.82</b>	<b>5.2</b>	<b>10.36</b>	<b>.7</b>
Group I .....	11.38	5.2	—	—	—	—
Nursing, psychiatric, and home health aides .....	10.90	2.3	11.50	.3	—	—
Group I .....	10.74	2.2	—	—	—	—
Nursing aides, orderlies, and attendants .....	11.29	.5	11.51	.3	10.65	1.9
Group I .....	11.08	1.7	11.24	1.9	10.60	2.1
Miscellaneous healthcare support occupations .....	14.26	8.8	—	—	—	—
<b>Protective service occupations .....</b>	<b>17.00</b>	<b>8.4</b>	<b>17.59</b>	<b>10.8</b>	<b>9.74</b>	<b>3.2</b>
Group I .....	11.47	5.1	—	—	—	—
Group II .....	23.36	2.9	—	—	—	—
Police officers .....	24.86	6.2	24.86	6.2	—	—
Group II .....	24.86	6.2	—	—	—	—
Police and sheriff's patrol officers .....	24.86	6.2	24.86	6.2	—	—
Group II .....	24.86	6.2	24.86	6.2	—	—
Security guards and gaming surveillance officers .....	12.60	11.1	13.02	13.6	—	—
Group I .....	10.77	4.9	—	—	—	—
Group I .....	12.60	11.1	13.02	13.6	—	—
Group I .....	10.77	4.9	—	—	—	—
<b>Food preparation and serving related occupations .....</b>	<b>7.20</b>	<b>16.2</b>	<b>7.65</b>	<b>17.8</b>	<b>6.78</b>	<b>15.5</b>
Group I .....	6.86	13.6	—	—	—	—
Cooks .....	10.53	6.6	—	—	—	—
Group I .....	11.03	5.4	—	—	—	—
Food preparation workers .....	9.55	5.6	—	—	—	—
Group I .....	9.55	5.6	—	—	—	—
Food service, tipped .....	4.92	16.7	—	—	5.05	42.4
Group I .....	4.52	5.3	—	—	—	—
Bartenders .....	7.56	5.4	—	—	—	—
Waiters and waitresses .....	3.71	36.2	3.23	20.2	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Milwaukee-Racine, WI, October 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Waiters and waitresses —Continued						
Group I .....	\$3.13	16.4	\$3.23	20.2	—	—
Fast food and counter workers .....	8.21	3.4	—	—	\$7.42	5.3
Group I .....	8.15	3.8	—	—	—	—
Combined food preparation and serving workers, including fast food .....	8.15	3.8	—	—	7.29	6.3
Group I .....	8.15	3.8	—	—	7.29	6.3
<b>Building and grounds cleaning and maintenance occupations</b> .....	13.04	10.7	15.48	6.8	9.14	12.1
Group I .....	11.04	9.5	—	—	—	—
Group II .....	22.24	5.2	—	—	—	—
Building cleaning workers .....	10.45	9.0	11.72	5.5	9.16	13.2
Group I .....	10.37	9.5	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners .....	11.32	10.6	12.78	5.5	—	—
Group I .....	11.29	11.9	13.05	6.4	—	—
Maids and housekeeping cleaners .....	8.30	3.6	—	—	—	—
Group I .....	8.30	3.6	—	—	—	—
Grounds maintenance workers .....	17.48	8.8	18.92	10.4	—	—
Group I .....	15.33	5.5	—	—	—	—
Landscaping and groundskeeping workers .....	17.41	9.3	18.91	10.9	—	—
Group I .....	15.07	5.7	—	—	—	—
<b>Personal care and service occupations</b> .....	12.60	11.8	15.93	7.5	8.88	11.3
Group I .....	9.70	9.0	—	—	—	—
Miscellaneous entertainment attendants and related workers .....	8.10	10.2	—	—	8.10	10.2
Group I .....	8.10	10.2	—	—	—	—
Recreation and fitness workers .....	11.41	13.5	—	—	9.02	7.8
Group I .....	8.90	8.9	—	—	—	—
Recreation workers .....	9.04	8.9	—	—	—	—
<b>Sales and related occupations</b> .....	16.50	20.8	20.14	22.0	8.09	3.9
Group I .....	11.11	13.7	—	—	—	—
Group II .....	19.76	8.0	—	—	—	—
Retail sales workers .....	10.09	4.6	11.91	4.2	8.05	4.1
Group I .....	9.35	1.8	—	—	—	—
Cashiers, all workers .....	8.67	2.4	—	—	8.18	7.2
Group I .....	8.55	3.6	—	—	—	—
Cashiers .....	8.67	2.4	—	—	8.18	7.2
Group I .....	8.55	3.6	—	—	8.15	8.6
Retail salespersons .....	10.12	3.6	—	—	8.03	3.3
Group I .....	10.08	3.9	—	—	7.85	4.8
<b>Office and administrative support occupations</b> .....	15.03	3.3	15.81	3.2	11.25	5.4
Group I .....	12.85	2.7	—	—	—	—
Group II .....	20.98	3.5	—	—	—	—
Financial clerks .....	14.66	6.5	15.08	4.9	—	—
Group I .....	13.16	6.0	—	—	—	—
Group II .....	20.02	2.7	—	—	—	—
Bill and account collectors .....	11.63	10.8	13.41	6.8	—	—
Bookkeeping, accounting, and auditing clerks .....	15.22	7.0	15.23	7.1	—	—
Group I .....	13.54	5.2	13.49	5.4	—	—
Payroll and timekeeping clerks .....	16.04	7.1	16.20	7.3	—	—
Group I .....	14.82	4.7	14.96	4.7	—	—
Customer service representatives .....	17.24	8.7	17.55	9.5	13.27	3.2
Group I .....	13.19	3.8	13.24	4.5	—	—
Group II .....	22.81	6.0	23.20	5.5	—	—
Receptionists and information clerks .....	11.53	2.8	—	—	9.53	5.8
Group I .....	11.53	2.8	—	—	9.53	5.8
Shipping, receiving, and traffic clerks .....	10.39	4.0	—	—	—	—
Group I .....	10.39	4.0	—	—	—	—
Stock clerks and order fillers .....	12.87	17.6	—	—	—	—
Secretaries and administrative assistants .....	17.31	5.8	18.22	7.0	11.96	7.0
Group I .....	12.43	4.6	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Milwaukee-Racine, WI, October 2006** — Continued

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Secretaries and administrative assistants –Continued						
Group II .....	\$20.32	6.1	–	–	–	–
Executive secretaries and administrative assistants .....	20.07	6.0	\$20.57	5.8	–	–
Group II .....	21.13	7.4	22.21	6.0	–	–
Secretaries, except legal, medical, and executive .....	12.28	6.8	13.20	8.5	–	–
Group I .....	11.64	4.7	12.37	6.5	–	–
Office clerks, general .....	13.15	5.8	13.31	7.8	\$12.79	8.4
Group I .....	12.77	6.0	12.76	8.5	12.79	8.4
<b>Construction and extraction occupations</b> .....	22.78	5.1	22.78	5.1	–	–
Group I .....	15.79	10.0	–	–	–	–
Group II .....	25.62	5.3	–	–	–	–
Electricians .....	26.81	1.1	26.81	1.1	–	–
Group II .....	28.09	2.1	28.09	2.1	–	–
<b>Installation, maintenance, and repair occupations</b> .....	19.54	3.7	19.54	3.8	–	–
Group I .....	16.18	12.9	–	–	–	–
Group II .....	20.23	4.4	–	–	–	–
Automotive technicians and repairers .....	20.07	.8	20.07	.8	–	–
Group II .....	20.07	.8	–	–	–	–
Industrial machinery installation, repair, and maintenance workers .....	19.72	9.0	19.74	9.0	–	–
Group II .....	22.11	4.9	–	–	–	–
Industrial machinery mechanics .....	22.88	7.2	22.88	7.2	–	–
Group II .....	22.12	5.7	22.12	5.7	–	–
<b>Production occupations</b> .....	15.84	6.8	16.04	7.2	10.91	11.1
Group I .....	12.95	6.1	–	–	–	–
Group II .....	20.68	5.3	–	–	–	–
First-line supervisors/managers of production and operating workers .....	23.32	8.6	23.32	8.6	–	–
Group II .....	24.30	6.6	24.30	6.6	–	–
Electrical, electronics, and electromechanical assemblers .....	15.60	10.9	15.60	10.9	–	–
Group I .....	14.87	9.0	–	–	–	–
Miscellaneous assemblers and fabricators .....	11.92	12.6	12.29	14.2	–	–
Group I .....	11.92	12.6	–	–	–	–
Computer control programmers and operators .....	19.21	1.9	19.21	1.9	–	–
Machine tool cutting setters, operators, and tenders, metal and plastic .....	15.85	5.9	17.31	3.7	–	–
Group I .....	15.30	5.9	–	–	–	–
Group II .....	16.75	5.7	–	–	–	–
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	18.64	.5	18.64	.5	–	–
Inspectors, testers, sorters, samplers, and weighers .....	14.97	10.2	14.97	10.2	–	–
Group I .....	11.09	9.1	11.09	9.1	–	–
Miscellaneous production workers .....	13.52	12.5	13.60	12.9	–	–
Group I .....	11.29	11.9	–	–	–	–
<b>Transportation and material moving occupations</b> .....	14.44	6.7	15.16	7.1	10.15	5.5
Group I .....	12.34	5.7	–	–	–	–
Group II .....	23.73	13.4	–	–	–	–
Driver/sales workers and truck drivers .....	17.11	8.2	17.43	8.9	–	–
Group I .....	15.32	3.2	–	–	–	–
Group II .....	21.89	7.3	–	–	–	–
Truck drivers, heavy and tractor-trailer .....	18.10	10.0	18.10	10.0	–	–
Truck drivers, light or delivery services .....	14.95	6.9	15.69	8.5	–	–
Group I .....	13.87	12.2	–	–	–	–
Industrial truck and tractor operators .....	15.81	13.4	15.81	13.4	–	–
Group I .....	13.63	9.2	13.63	9.2	–	–
Laborers and material movers, hand .....	10.26	6.0	10.62	6.8	8.58	9.1
Group I .....	10.27	6.0	–	–	–	–
Laborers and freight, stock, and material movers, hand .....	10.99	6.9	11.61	6.8	9.13	9.8
Group I .....	10.99	6.9	11.61	6.8	9.13	9.8
Packers and packagers, hand .....	9.54	8.9	–	–	–	–

See footnotes at end of table.

**Table 5. Combined work levels<sup>1</sup> for civilian workers: Mean hourly earnings<sup>2</sup> for full-time and part-time workers<sup>3</sup>, Milwaukee-Racine, WI, October 2006 — Continued**

Occupation <sup>4</sup> and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)	Mean	Relative error <sup>5</sup> (percent)
Packers and packagers, hand –Continued Group I .....	\$9.54	8.9	–	–	–	–

<sup>1</sup> Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where

a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>5</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 6. Civilian workers: Hourly wage percentiles<sup>1</sup>, Milwaukee-Racine, WI, October 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.40	\$11.19	\$16.83	\$25.00	\$35.34
<b>Management occupations</b> .....	22.72	28.88	39.40	49.11	65.01
Marketing and sales managers .....	41.14	41.14	46.41	50.97	64.76
Marketing managers .....	41.14	41.14	46.41	49.89	64.76
Financial managers .....	12.02	26.15	34.36	36.87	61.64
Industrial production managers .....	26.06	26.06	40.17	49.39	66.25
Education administrators .....	29.64	29.64	37.98	46.11	49.61
Education administrators, elementary and secondary school .....	37.98	38.09	44.40	49.61	50.71
Medical and health services managers .....	15.73	28.07	39.40	39.40	50.55
<b>Business and financial operations occupations</b> .....	18.31	22.00	26.95	34.02	47.36
Buyers and purchasing agents .....	17.77	20.89	28.69	28.69	40.58
Accountants and auditors .....	19.86	22.28	22.28	23.88	30.07
<b>Computer and mathematical science occupations</b> .....	20.04	24.58	29.17	36.00	38.12
Computer programmers .....	23.14	24.04	32.69	40.78	41.59
Computer software engineers .....	24.28	25.38	29.80	35.34	37.00
Computer support specialists .....	18.50	19.23	26.44	30.77	36.79
Computer systems analysts .....	24.04	28.87	33.79	37.85	38.12
Network systems and data communications analysts .....	18.30	24.57	25.47	25.47	28.83
<b>Architecture and engineering occupations</b> .....	21.65	25.93	27.88	31.71	34.68
Engineers .....	25.39	27.88	28.85	32.69	34.68
Industrial engineers, including health and safety .....	23.45	26.22	27.88	27.88	31.25
Industrial engineers .....	23.45	26.22	27.88	27.88	31.25
Engineering technicians, except drafters .....	17.29	21.65	26.87	28.53	34.97
Electrical and electronic engineering technicians .....	16.12	17.29	25.93	31.98	35.61
<b>Life, physical, and social science occupations</b> .....	16.63	21.65	24.62	25.00	43.12
Physical scientists .....	20.82	23.88	43.12	52.59	52.59
<b>Community and social services occupations</b> .....	15.82	16.06	17.50	22.43	23.68
Social workers .....	15.54	16.38	18.49	23.55	23.68
Miscellaneous community and social service specialists .....	16.06	16.06	16.63	18.05	24.11
<b>Education, training, and library occupations</b> .....	8.50	10.50	27.17	40.43	54.60
Postsecondary teachers .....	29.83	34.26	54.60	79.26	138.38
Arts, communications, and humanities teachers, postsecondary .....	27.32	30.14	32.94	32.94	38.10
Miscellaneous postsecondary teachers .....	29.83	32.85	40.35	50.32	56.02
Primary, secondary, and special education school teachers .....	8.40	22.04	31.27	39.57	44.97
Elementary and middle school teachers .....	23.52	26.99	33.36	41.18	44.97
Elementary school teachers, except special education .....	23.41	26.88	33.36	41.21	44.97
Secondary school teachers .....	23.65	27.14	34.89	41.18	44.97
Secondary school teachers, except special and vocational education .....	23.65	27.14	34.89	41.18	44.97
Other teachers and instructors .....	12.00	21.65	31.97	41.18	44.64
Teacher assistants .....	7.75	9.47	10.00	11.17	13.33
<b>Arts, design, entertainment, sports, and media occupations</b> .....	12.00	12.26	19.23	33.65	38.61
<b>Healthcare practitioner and technical occupations</b> .....	13.14	21.00	25.04	29.71	36.39
Registered nurses .....	23.00	24.95	26.55	30.39	33.15
Therapists .....	23.30	23.30	28.39	34.65	37.95
Clinical laboratory technologists and technicians .....	12.24	12.58	13.81	21.36	21.36
Licensed practical and licensed vocational nurses .....	16.75	18.00	19.69	22.45	23.82
<b>Healthcare support occupations</b> .....	9.85	10.17	10.60	12.79	15.15
Nursing, psychiatric, and home health aides .....	9.85	9.85	10.36	11.55	13.00
Nursing aides, orderlies, and attendants .....	9.77	10.17	10.77	12.08	13.87
Miscellaneous healthcare support occupations .....	8.97	12.16	14.96	17.40	17.40
<b>Protective service occupations</b> .....	9.78	10.65	16.26	20.87	27.99
Police officers .....	15.00	24.17	27.28	27.59	28.20

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Milwaukee-Racine, WI, October 2006** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Police and sheriff's patrol officers .....	\$15.00	\$24.17	\$27.28	\$27.59	\$28.20
Security guards and gaming surveillance officers .....	9.00	10.00	10.71	16.13	18.48
Security guards .....	9.00	10.00	10.71	16.13	18.48
<b>Food preparation and serving related occupations .....</b>	<b>2.46</b>	<b>4.00</b>	<b>7.75</b>	<b>10.06</b>	<b>11.58</b>
Cooks .....	8.00	8.25	11.00	11.28	12.56
Food preparation workers .....	7.10	9.32	10.06	10.27	11.10
Food service, tipped .....	2.37	2.47	4.00	7.75	7.75
Bartenders .....	6.00	7.75	7.75	7.75	7.75
Waiters and waitresses .....	2.37	2.45	2.47	4.00	5.25
Fast food and counter workers .....	6.00	6.50	8.12	10.25	10.55
Combined food preparation and serving workers, including fast food .....	6.00	6.50	7.80	10.25	10.55
<b>Building and grounds cleaning and maintenance occupations .....</b>	<b>7.00</b>	<b>8.25</b>	<b>10.63</b>	<b>17.68</b>	<b>22.60</b>
Building cleaning workers .....	7.00	8.00	9.28	11.91	15.55
Janitors and cleaners, except maids and housekeeping cleaners .....	7.00	8.00	10.52	13.50	17.38
Maids and housekeeping cleaners .....	7.00	7.25	8.27	9.28	9.55
Grounds maintenance workers .....	8.72	10.68	19.82	22.60	22.60
Landscaping and groundskeeping workers .....	8.72	9.89	22.27	22.60	22.60
<b>Personal care and service occupations .....</b>	<b>7.25</b>	<b>7.75</b>	<b>10.63</b>	<b>15.00</b>	<b>20.05</b>
Miscellaneous entertainment attendants and related workers .....	6.50	6.65	7.25	9.54	10.45
Recreation and fitness workers .....	7.40	7.50	9.50	10.31	26.54
Recreation workers .....	7.00	7.50	9.50	10.30	10.31
<b>Sales and related occupations .....</b>	<b>7.06</b>	<b>8.15</b>	<b>11.19</b>	<b>20.19</b>	<b>37.43</b>
Retail sales workers .....	6.80	7.50	8.80	11.25	14.71
Cashiers, all workers .....	6.80	7.25	8.50	9.25	11.47
Cashiers .....	6.80	7.25	8.50	9.25	11.47
Retail salespersons .....	6.50	7.60	10.00	12.29	14.71
<b>Office and administrative support occupations .....</b>	<b>9.69</b>	<b>11.30</b>	<b>14.22</b>	<b>17.64</b>	<b>22.88</b>
Financial clerks .....	9.69	11.50	14.47	16.65	20.70
Bill and account collectors .....	8.75	9.00	10.75	13.50	16.36
Bookkeeping, accounting, and auditing clerks .....	10.50	12.63	15.00	17.34	20.91
Payroll and timekeeping clerks .....	12.24	14.00	15.00	16.65	21.60
Customer service representatives .....	12.23	13.00	15.83	21.22	24.98
Receptionists and information clerks .....	9.15	10.00	12.00	13.00	13.50
Shipping, receiving, and traffic clerks .....	9.00	9.48	10.00	11.50	12.46
Stock clerks and order fillers .....	8.94	8.94	9.60	13.05	21.60
Secretaries and administrative assistants .....	11.30	12.96	16.58	21.92	24.99
Executive secretaries and administrative assistants .....	14.50	16.29	20.01	24.03	25.70
Secretaries, except legal, medical, and executive .....	10.00	11.00	11.30	13.51	15.86
Office clerks, general .....	10.00	10.00	12.41	15.63	17.78
<b>Construction and extraction occupations .....</b>	<b>11.30</b>	<b>15.25</b>	<b>21.13</b>	<b>28.97</b>	<b>31.87</b>
Electricians .....	23.04	23.50	28.97	30.52	31.87
<b>Installation, maintenance, and repair occupations .....</b>	<b>14.06</b>	<b>17.00</b>	<b>18.50</b>	<b>22.00</b>	<b>25.32</b>
Automotive technicians and repairers .....	16.50	17.00	19.50	24.69	24.69
Industrial machinery installation, repair, and maintenance workers .....	11.31	14.40	21.93	23.50	25.32
Industrial machinery mechanics .....	20.38	21.47	21.93	25.32	26.68
<b>Production occupations .....</b>	<b>9.00</b>	<b>10.82</b>	<b>16.00</b>	<b>19.98</b>	<b>24.06</b>
First-line supervisors/managers of production and operating workers .....	19.60	20.84	23.98	25.00	25.78
Electrical, electronics, and electromechanical assemblers .....	9.50	10.82	12.76	21.40	24.75
Miscellaneous assemblers and fabricators .....	9.15	9.50	10.81	15.46	17.14
Computer control programmers and operators .....	17.01	17.61	20.26	20.26	20.26
Machine tool cutting setters, operators, and tenders, metal and plastic .....	12.00	12.00	15.00	18.49	19.57
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	17.09	17.92	18.49	18.49	20.36
Inspectors, testers, sorters, samplers, and weighers .....	7.94	10.25	12.25	19.99	25.00

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles<sup>1</sup>, Milwaukee-Racine, WI, October 2006** — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Miscellaneous production workers .....	\$7.40	\$8.00	\$13.37	\$17.40	\$21.73
<b>Transportation and material moving occupations .....</b>	<b>8.00</b>	<b>10.18</b>	<b>13.88</b>	<b>16.25</b>	<b>21.72</b>
Driver/sales workers and truck drivers .....	11.25	15.00	16.03	17.22	27.00
Truck drivers, heavy and tractor-trailer .....	15.00	15.59	16.26	18.19	27.00
Truck drivers, light or delivery services .....	11.00	11.25	14.00	16.03	26.35
Industrial truck and tractor operators .....	10.15	12.00	14.67	18.50	24.12
Laborers and material movers, hand .....	7.36	8.00	9.75	12.00	14.18
Laborers and freight, stock, and material movers, hand .....	7.14	7.92	10.18	13.60	15.40
Packers and packagers, hand .....	7.36	8.00	8.00	11.62	14.18

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Milwaukee-Racine, WI, October 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$8.17	\$10.90	\$16.12	\$24.85	\$34.56
<b>Management occupations</b> .....	22.21	28.41	39.40	49.26	66.25
Marketing and sales managers .....	41.14	41.14	46.41	50.97	64.76
Marketing managers .....	41.14	41.14	46.41	49.89	64.76
Financial managers .....	12.02	26.15	34.36	36.87	61.64
Industrial production managers .....	26.06	26.06	40.17	49.39	66.25
Medical and health services managers .....	15.73	28.07	39.40	39.40	50.55
<b>Business and financial operations occupations</b> .....	18.27	22.24	26.95	34.01	47.36
Buyers and purchasing agents .....	17.77	20.89	28.69	28.69	40.58
Accountants and auditors .....	19.86	22.28	22.28	23.88	30.07
<b>Computer and mathematical science occupations</b> .....	20.04	24.58	29.17	36.03	38.12
Computer programmers .....	23.14	24.04	32.69	40.78	41.59
Computer software engineers .....	24.28	25.38	29.80	35.34	37.00
Computer support specialists .....	18.50	19.23	26.44	30.77	36.79
Computer systems analysts .....	24.04	28.87	33.79	37.85	38.12
<b>Architecture and engineering occupations</b> .....	22.00	26.22	28.59	31.71	34.97
Engineers .....	25.39	27.88	28.85	32.75	34.68
Industrial engineers, including health and safety .....	23.45	26.22	27.88	27.88	31.25
Industrial engineers .....	23.45	26.22	27.88	27.88	31.25
Engineering technicians, except drafters .....	17.29	21.65	26.87	27.58	34.97
Electrical and electronic engineering technicians .....	16.12	17.29	25.93	31.98	35.61
<b>Life, physical, and social science occupations</b> .....	16.63	22.14	25.00	25.00	43.12
<b>Community and social services occupations</b> .....	15.54	16.06	16.23	19.51	23.55
<b>Education, training, and library occupations</b> .....	7.75	9.10	10.50	34.26	79.26
Postsecondary teachers .....	30.05	34.26	67.80	81.83	138.38
Arts, communications, and humanities teachers, postsecondary .....	27.32	30.14	32.94	32.94	38.10
<b>Arts, design, entertainment, sports, and media occupations</b> .....	12.00	12.26	19.23	33.65	38.61
<b>Healthcare practitioner and technical occupations</b> .....	13.05	20.37	25.21	30.27	38.24
Registered nurses .....	23.21	25.00	26.55	30.65	33.15
Clinical laboratory technologists and technicians .....	12.24	12.58	13.81	21.36	21.36
Licensed practical and licensed vocational nurses .....	17.00	18.56	20.60	22.72	23.82
<b>Healthcare support occupations</b> .....	9.85	10.14	10.60	12.67	15.08
Nursing, psychiatric, and home health aides .....	9.85	9.85	10.36	11.35	12.79
Nursing aides, orderlies, and attendants .....	9.75	10.17	10.61	11.89	13.59
Miscellaneous healthcare support occupations .....	8.97	12.16	14.96	17.40	17.40
<b>Protective service occupations</b> .....	9.00	10.00	11.00	16.00	18.48
Security guards and gaming surveillance officers .....	9.00	10.00	10.71	16.13	18.48
Security guards .....	9.00	10.00	10.71	16.13	18.48
<b>Food preparation and serving related occupations</b> .....	2.46	4.00	7.75	10.00	11.28
Cooks .....	8.00	8.25	11.00	11.28	12.54
Food service, tipped .....	2.37	2.47	4.00	7.75	7.75
Bartenders .....	6.00	7.75	7.75	7.75	7.75
Waiters and waitresses .....	2.37	2.45	2.47	4.00	5.25
Fast food and counter workers .....	6.00	6.50	7.98	10.25	10.55
Combined food preparation and serving workers, including fast food .....	6.00	6.50	7.65	10.25	10.55
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.00	7.89	9.00	10.85	14.36
Building cleaning workers .....	7.00	7.50	9.00	10.71	13.50
Janitors and cleaners, except maids and housekeeping cleaners .....	7.00	8.00	10.00	11.83	14.00
Maids and housekeeping cleaners .....	7.00	7.25	8.27	9.28	9.55
<b>Personal care and service occupations</b> .....	7.35	7.75	10.63	15.00	22.34

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles<sup>1</sup>, Milwaukee-Racine, WI, October 2006 — Continued

Occupation <sup>2</sup>	10	25	Median 50	75	90
Recreation and fitness workers .....	\$7.25	\$7.50	\$9.50	\$10.31	\$26.54
<b>Sales and related occupations</b> .....	7.06	8.15	11.19	20.19	37.43
Retail sales workers .....	6.80	7.50	8.80	11.25	14.71
Cashiers, all workers .....	6.80	7.25	8.50	9.25	11.47
Cashiers .....	6.80	7.25	8.50	9.25	11.47
Retail salespersons .....	6.50	7.60	10.00	12.29	14.71
<b>Office and administrative support occupations</b> .....	9.60	11.30	14.00	17.59	22.88
Financial clerks .....	9.69	11.50	14.22	16.65	20.70
Bookkeeping, accounting, and auditing clerks .....	10.50	12.25	15.00	17.34	20.91
Payroll and timekeeping clerks .....	12.24	14.00	15.00	16.65	21.60
Customer service representatives .....	12.23	13.00	15.83	21.22	24.98
Receptionists and information clerks .....	9.15	10.00	12.00	13.00	13.50
Shipping, receiving, and traffic clerks .....	9.00	9.48	10.00	11.50	12.46
Stock clerks and order fillers .....	8.94	8.94	9.60	13.05	21.60
Secretaries and administrative assistants .....	11.30	12.65	16.58	22.88	24.99
Executive secretaries and administrative assistants .....	14.50	16.57	21.38	24.03	26.02
Secretaries, except legal, medical, and executive .....	10.00	11.00	11.30	11.50	14.42
Office clerks, general .....	9.50	10.00	12.24	15.63	17.30
<b>Construction and extraction occupations</b> .....	11.30	14.30	20.00	30.52	32.80
Electricians .....	22.50	23.50	28.97	30.52	31.87
<b>Installation, maintenance, and repair occupations</b> .....	14.00	17.00	18.40	22.68	25.32
Industrial machinery installation, repair, and maintenance workers .....	11.31	14.40	21.93	23.50	25.32
Industrial machinery mechanics .....	20.38	21.47	21.93	25.32	26.68
<b>Production occupations</b> .....	9.00	10.82	16.00	19.92	24.06
First-line supervisors/managers of production and operating workers .....	19.60	20.84	23.98	25.00	25.78
Electrical, electronics, and electromechanical assemblers .....	9.50	10.82	12.76	21.40	24.75
Miscellaneous assemblers and fabricators .....	9.15	9.50	10.81	15.46	17.14
Computer control programmers and operators .....	17.01	17.61	20.26	20.26	20.26
Machine tool cutting setters, operators, and tenders, metal and plastic .....	12.00	12.00	15.00	18.49	19.57
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	17.09	17.92	18.49	18.49	20.36
Inspectors, testers, sorters, samplers, and weighers .....	7.94	10.25	12.25	19.99	25.00
Miscellaneous production workers .....	7.40	8.00	13.37	17.40	21.73
<b>Transportation and material moving occupations</b> .....	8.00	10.18	13.88	16.22	20.21
Driver/sales workers and truck drivers .....	11.25	15.00	16.03	16.87	27.00
Truck drivers, heavy and tractor-trailer .....	15.00	15.59	16.22	17.75	27.00
Truck drivers, light or delivery services .....	11.00	11.25	14.00	16.03	26.35
Industrial truck and tractor operators .....	10.15	12.00	14.67	18.50	24.12
Laborers and material movers, hand .....	7.50	8.00	10.00	12.45	14.18
Laborers and freight, stock, and material movers, hand .....	7.50	8.65	11.05	13.88	16.00
Packers and packagers, hand .....	7.36	8.00	8.00	11.62	14.18

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 8. State and local government workers: Hourly wage percentiles<sup>1</sup>, Milwaukee-Racine, WI, October 2006

Occupation <sup>2</sup>	10	25	Median 50	75	90
<b>All workers</b> .....	\$12.15	\$17.41	\$22.60	\$30.43	\$42.10
<b>Management occupations</b> .....	28.88	29.54	40.24	48.05	50.44
Education administrators .....	37.98	38.09	44.40	49.22	50.71
Education administrators, elementary and secondary school .....	37.98	38.09	44.40	49.61	51.06
<b>Life, physical, and social science occupations</b> .....	14.30	19.02	20.82	24.62	24.62
<b>Community and social services occupations</b> .....	16.63	17.41	18.37	23.68	26.39
Social workers .....	18.37	18.37	23.27	23.68	26.39
Miscellaneous community and social service specialists .....	16.63	16.63	18.05	19.62	27.49
<b>Education, training, and library occupations</b> .....	13.91	24.08	33.32	41.18	44.97
Postsecondary teachers .....	25.00	35.13	45.44	53.17	56.02
Primary, secondary, and special education school teachers .....	24.08	28.02	34.89	42.00	44.97
Elementary and middle school teachers .....	23.99	27.17	33.80	41.82	44.97
Elementary school teachers, except special education .....	23.99	27.17	33.80	42.00	44.97
Secondary school teachers .....	24.09	29.19	34.89	42.10	44.97
Secondary school teachers, except special and vocational education .....	24.09	29.19	34.89	42.10	44.97
Other teachers and instructors .....	19.74	25.37	34.29	41.18	44.64
Teacher assistants .....	10.94	11.20	12.83	14.61	15.31
<b>Healthcare practitioner and technical occupations</b> .....	18.65	22.40	23.81	25.50	25.77
<b>Protective service occupations</b> .....	15.45	18.99	24.73	27.99	29.63
Police officers .....	15.00	24.17	27.28	27.59	28.20
Police and sheriff's patrol officers .....	15.00	24.17	27.28	27.59	28.20
<b>Food preparation and serving related occupations</b> .....	9.96	10.91	11.41	12.00	12.56
<b>Building and grounds cleaning and maintenance occupations</b> .....	12.36	16.33	21.96	22.60	25.33
Building cleaning workers .....	11.58	13.46	15.33	17.38	17.68
Janitors and cleaners, except maids and housekeeping cleaners .....	12.10	14.30	15.35	17.68	17.68
Grounds maintenance workers .....	9.89	17.77	22.27	22.60	22.60
Landscaping and groundskeeping workers .....	9.89	17.77	22.27	22.60	22.60
<b>Personal care and service occupations</b> .....	6.60	9.06	9.54	17.84	17.84
<b>Office and administrative support occupations</b> .....	11.34	13.48	16.74	18.01	21.41
Secretaries and administrative assistants .....	10.59	15.22	16.50	17.69	18.10
Office clerks, general .....	11.76	12.41	14.25	17.72	20.71
<b>Construction and extraction occupations</b> .....	20.94	21.26	22.88	26.76	28.90
<b>Installation, maintenance, and repair occupations</b> .....	19.16	20.56	20.80	21.94	22.19
<b>Transportation and material moving occupations</b> .....	7.14	7.14	8.29	21.86	29.96

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Milwaukee-Racine, WI, October 2006

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$10.00	\$12.51	\$18.28	\$26.15	\$36.87
<b>Management occupations</b> .....	22.72	28.88	39.40	49.22	65.01
Marketing and sales managers .....	41.14	41.14	46.41	50.97	64.76
Marketing managers .....	41.14	41.14	46.41	49.89	64.76
Financial managers .....	12.02	26.15	34.36	36.87	61.64
Industrial production managers .....	26.06	26.06	40.17	49.39	66.25
Education administrators .....	29.64	29.64	37.98	46.11	49.61
Education administrators, elementary and secondary school .....	37.98	38.09	44.40	49.61	50.71
Medical and health services managers .....	15.73	28.07	39.40	39.40	50.55
<b>Business and financial operations occupations</b> .....	18.27	21.64	26.95	33.08	47.36
Buyers and purchasing agents .....	17.77	20.89	28.69	28.69	40.58
Accountants and auditors .....	19.86	22.28	22.28	23.88	30.07
<b>Computer and mathematical science occupations</b> .....	20.04	24.58	29.17	36.00	38.12
Computer programmers .....	23.14	24.04	32.69	40.78	41.59
Computer software engineers .....	24.28	25.38	29.80	35.34	37.00
Computer support specialists .....	18.50	19.23	26.44	30.77	36.79
Computer systems analysts .....	24.04	28.87	33.79	37.85	38.12
Network systems and data communications analysts .....	18.30	24.57	25.47	25.47	28.83
<b>Architecture and engineering occupations</b> .....	21.65	25.93	27.88	31.71	34.68
Engineers .....	25.39	27.88	28.85	32.69	34.68
Industrial engineers, including health and safety .....	23.45	26.22	27.88	27.88	31.25
Industrial engineers .....	23.45	26.22	27.88	27.88	31.25
Engineering technicians, except drafters .....	17.29	21.65	26.87	28.53	34.97
Electrical and electronic engineering technicians .....	16.12	17.29	25.93	31.98	35.61
<b>Life, physical, and social science occupations</b> .....	16.63	21.65	25.00	25.00	43.12
Physical scientists .....	20.82	23.88	43.12	52.59	52.59
<b>Community and social services occupations</b> .....	15.87	16.06	17.41	23.27	23.83
Social workers .....	15.54	16.38	18.49	23.55	23.68
Miscellaneous community and social service specialists .....	16.06	16.06	16.63	18.05	24.11
<b>Education, training, and library occupations</b> .....	8.40	10.15	29.83	41.18	56.02
Postsecondary teachers .....	32.69	34.26	56.02	81.83	138.38
Arts, communications, and humanities teachers, postsecondary .....	27.32	30.14	32.94	32.94	38.10
Primary, secondary, and special education school teachers .....	8.40	23.01	31.57	39.79	44.97
Elementary and middle school teachers .....	24.27	27.96	33.90	41.82	44.97
Elementary school teachers, except special education .....	24.14	27.90	33.80	42.00	44.97
Secondary school teachers .....	23.99	28.04	34.89	41.82	44.97
Secondary school teachers, except special and vocational education .....	23.99	28.04	34.89	41.82	44.97
Other teachers and instructors .....	22.79	27.73	35.91	41.51	44.64
<b>Arts, design, entertainment, sports, and media occupations</b> .....	12.02	12.38	19.23	33.65	38.81
<b>Healthcare practitioner and technical occupations</b> .....	12.84	18.57	24.00	27.69	48.77
Registered nurses .....	22.60	23.81	26.32	27.48	32.83
Clinical laboratory technologists and technicians .....	12.24	12.58	13.81	17.82	21.36
<b>Healthcare support occupations</b> .....	10.17	10.36	12.33	14.96	17.40
Nursing, psychiatric, and home health aides .....	9.97	10.17	11.09	12.59	14.05
Nursing aides, orderlies, and attendants .....	9.84	10.17	11.09	12.63	14.05
<b>Protective service occupations</b> .....	10.00	10.75	18.00	21.18	28.17
Police officers .....	15.00	24.17	27.28	27.59	28.20
Police and sheriff's patrol officers .....	15.00	24.17	27.28	27.59	28.20
Security guards and gaming surveillance officers .....	9.50	10.22	11.00	18.48	18.48

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Milwaukee-Racine, WI, October 2006 —  
Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
Security guards .....	\$9.50	\$10.22	\$11.00	\$18.48	\$18.48
<b>Food preparation and serving related occupations</b> .....	2.47	4.25	7.75	10.93	12.19
Waiters and waitresses .....	2.46	2.47	2.47	4.50	4.50
<b>Building and grounds cleaning and maintenance occupations</b> .....	8.54	10.57	13.75	20.96	22.60
Building cleaning workers .....	8.25	9.28	10.85	13.74	16.44
Janitors and cleaners, except maids and housekeeping cleaners .....	9.82	10.71	12.39	14.55	17.38
Grounds maintenance workers .....	8.72	16.54	22.27	22.60	22.60
Landscaping and groundskeeping workers .....	8.72	16.54	22.27	22.60	22.60
<b>Personal care and service occupations</b> .....	10.28	11.98	13.91	18.28	22.71
<b>Sales and related occupations</b> .....	8.50	10.49	14.78	28.56	39.52
Retail sales workers .....	7.00	8.50	11.19	14.17	21.40
<b>Office and administrative support occupations</b> .....	10.14	12.00	15.00	18.30	24.03
Financial clerks .....	10.50	12.24	14.77	17.09	20.70
Bill and account collectors .....	10.10	11.33	13.50	15.45	16.36
Bookkeeping, accounting, and auditing clerks .....	10.50	12.25	15.00	17.34	20.91
Payroll and timekeeping clerks .....	12.24	14.00	15.56	16.65	21.60
Customer service representatives .....	12.33	13.98	15.83	23.28	24.98
Secretaries and administrative assistants .....	11.30	14.50	17.40	22.88	24.99
Executive secretaries and administrative assistants .....	14.50	16.58	21.92	24.05	26.02
Secretaries, except legal, medical, and executive .....	11.30	11.30	11.30	15.00	17.40
Office clerks, general .....	10.00	10.00	12.56	15.63	18.20
<b>Construction and extraction occupations</b> .....	11.30	15.25	21.13	28.97	31.87
Electricians .....	23.04	23.50	28.97	30.52	31.87
<b>Installation, maintenance, and repair occupations</b> .....	14.06	17.00	18.50	22.00	25.32
Automotive technicians and repairers .....	16.50	17.00	19.50	24.69	24.69
Industrial machinery installation, repair, and maintenance workers .....	11.31	14.40	21.93	23.50	25.32
Industrial machinery mechanics .....	20.38	21.47	21.93	25.32	26.68
<b>Production occupations</b> .....	9.36	10.86	16.25	20.19	24.27
First-line supervisors/managers of production and operating workers .....	19.60	20.84	23.98	25.00	25.78
Electrical, electronics, and electromechanical assemblers .....	9.50	10.82	12.76	21.40	24.75
Miscellaneous assemblers and fabricators .....	9.50	10.00	10.81	15.46	17.26
Computer control programmers and operators .....	17.01	17.61	20.26	20.26	20.26
Machine tool cutting setters, operators, and tenders, metal and plastic .....	15.00	15.00	17.92	18.49	19.57
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	17.09	17.92	18.49	18.49	20.36
Inspectors, testers, sorters, samplers, and weighers .....	7.94	10.25	12.25	19.99	25.00
Miscellaneous production workers .....	7.40	8.00	13.37	17.40	21.73

See footnotes at end of table.

Table 9. Full-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Milwaukee-Racine, WI, October 2006 — Continued

Occupation <sup>3</sup>	Full-time workers				
	10	25	Median 50	75	90
<b>Transportation and material moving occupations .....</b>	<b>\$8.00</b>	<b>\$10.40</b>	<b>\$14.67</b>	<b>\$16.80</b>	<b>\$23.66</b>
Driver/sales workers and truck drivers .....	13.00	15.00	16.18	17.75	27.00
Truck drivers, heavy and tractor-trailer .....	15.00	15.59	16.26	18.19	27.00
Truck drivers, light or delivery services .....	11.25	11.25	15.00	16.80	26.35
Industrial truck and tractor operators .....	10.15	12.00	14.67	18.50	24.12
Laborers and material movers, hand .....	8.00	8.00	10.18	12.50	14.18
Laborers and freight, stock, and material movers, hand .....	7.25	9.40	11.30	13.88	16.05

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 10. Part-time<sup>1</sup> civilian workers: Hourly wage percentiles<sup>2</sup>, Milwaukee-Racine, WI, October 2006

Occupation <sup>3</sup>	Part-time workers				
	10	25	Median 50	75	90
<b>All workers</b> .....	\$6.50	\$7.50	\$9.32	\$12.00	\$17.63
<b>Education, training, and library occupations</b> .....	10.94	12.00	14.98	22.60	37.20
Postsecondary teachers .....	20.01	20.79	34.67	46.09	49.90
Other teachers and instructors .....	10.00	11.88	12.00	18.35	29.23
Teacher assistants .....	10.94	11.00	12.86	14.84	14.98
<b>Arts, design, entertainment, sports, and media occupations</b> .....	9.74	11.06	11.06	15.05	15.05
<b>Healthcare practitioner and technical occupations</b> .....	18.65	23.86	27.97	31.10	33.15
Registered nurses .....	24.82	26.81	29.69	31.52	33.73
Licensed practical and licensed vocational nurses .....	16.57	17.21	18.65	20.37	23.11
<b>Healthcare support occupations</b> .....	9.50	9.85	10.28	10.60	11.70
Nursing aides, orderlies, and attendants .....	8.97	10.14	10.33	11.66	11.70
<b>Protective service occupations</b> .....	8.00	8.00	9.65	11.00	12.10
<b>Food preparation and serving related occupations</b> .....	2.37	4.00	6.55	9.00	10.36
Food service, tipped .....	2.37	2.37	4.00	6.00	10.36
Fast food and counter workers .....	6.00	6.50	6.60	8.25	10.16
Combined food preparation and serving workers, including fast food .....	6.00	6.50	6.50	8.12	9.45
<b>Building and grounds cleaning and maintenance occupations</b> .....	7.00	7.00	8.00	9.29	11.16
Building cleaning workers .....	7.00	7.00	8.00	9.25	12.00
<b>Personal care and service occupations</b> .....	6.60	7.35	7.75	9.54	15.00
Miscellaneous entertainment attendants and related workers .....	6.50	6.65	7.25	9.54	10.45
Recreation and fitness workers .....	7.00	7.50	8.50	10.30	10.31
<b>Sales and related occupations</b> .....	6.50	7.10	7.74	8.85	10.00
Retail sales workers .....	6.50	7.06	7.74	8.81	10.00
Cashiers, all workers .....	6.50	7.10	8.00	9.00	9.97
Cashiers .....	6.50	7.10	8.00	9.00	9.97
Retail salespersons .....	6.50	7.40	7.74	8.32	10.04
<b>Office and administrative support occupations</b> .....	8.35	9.00	10.75	13.15	15.64
Customer service representatives .....	9.90	12.23	13.75	14.85	15.05
Receptionists and information clerks .....	8.00	8.50	9.15	11.00	12.00
Secretaries and administrative assistants .....	10.00	10.11	11.00	14.00	14.00
Office clerks, general .....	9.00	9.50	12.36	15.65	17.00
<b>Production occupations</b> .....	7.00	8.05	12.00	12.00	13.00
<b>Transportation and material moving occupations</b> .....	7.18	7.90	11.00	11.54	12.00
Laborers and material movers, hand .....	6.30	7.25	7.80	9.00	12.40
Laborers and freight, stock, and material movers, hand .....	7.00	7.50	8.00	9.18	12.40

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine, WI, October 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$21.40	\$18.28	\$852	\$729	39.8	\$43,600	\$37,731	2,037
<b>Management occupations</b> .....	41.16	39.40	1,655	1,596	40.2	85,272	80,999	2,072
Marketing and sales managers .....	48.85	46.41	1,908	1,740	39.1	99,209	90,500	2,031
Marketing managers .....	47.52	46.41	1,852	1,740	39.0	96,323	90,500	2,027
Financial managers .....	33.84	34.36	1,337	1,289	39.5	69,527	67,002	2,055
Industrial production managers .....	42.15	40.17	1,708	1,694	40.5	88,811	88,088	2,107
Education administrators .....	38.04	37.98	1,530	1,519	40.2	73,422	75,412	1,930
Education administrators, elementary and secondary school .....	44.15	44.40	1,799	1,776	40.7	80,951	79,000	1,833
Medical and health services managers .....	36.90	39.40	1,476	1,576	40.0	76,745	81,954	2,080
<b>Business and financial operations occupations</b> .....	29.00	26.95	1,152	1,078	39.7	59,915	56,046	2,066
Buyers and purchasing agents .....	27.19	28.69	1,087	1,148	40.0	56,549	59,671	2,080
Accountants and auditors .....	23.17	22.28	927	891	40.0	48,190	46,351	2,080
<b>Computer and mathematical science occupations</b> .....	29.89	29.17	1,200	1,167	40.1	62,379	60,682	2,087
Computer programmers .....	32.81	32.69	1,300	1,308	39.6	67,608	67,999	2,061
Computer software engineers .....	30.30	29.80	1,229	1,299	40.6	63,900	67,556	2,109
Computer support specialists .....	26.30	26.44	1,052	1,058	40.0	54,709	54,995	2,080
Computer systems analysts .....	33.12	33.79	1,331	1,352	40.2	69,208	70,283	2,089
Network systems and data communications analysts .....	25.15	25.47	991	1,019	39.4	51,550	52,967	2,050
<b>Architecture and engineering occupations</b> .....	28.54	27.88	1,141	1,115	40.0	59,331	57,995	2,079
Engineers .....	30.26	28.85	1,216	1,154	40.2	63,234	60,008	2,090
Industrial engineers, including health and safety .....	27.42	27.88	1,113	1,115	40.6	57,877	57,995	2,111
Industrial engineers .....	27.42	27.88	1,113	1,115	40.6	57,877	57,995	2,111
Engineering technicians, except drafters .....	25.93	26.87	1,023	1,075	39.5	53,211	55,896	2,052
Electrical and electronic engineering technicians .....	24.64	25.93	986	1,037	40.0	51,253	53,939	2,080
<b>Life, physical, and social science occupations</b> .....	26.93	25.00	1,077	1,000	40.0	55,708	52,000	2,069
Physical scientists .....	36.49	43.12	1,460	1,725	40.0	75,894	89,696	2,080
<b>Community and social services occupations</b> .....	19.13	17.41	764	696	39.9	39,381	36,213	2,059
Social workers .....	19.72	18.49	786	735	39.9	40,623	38,210	2,060
Miscellaneous community and social service specialists .....	18.10	16.63	724	665	40.0	37,649	34,590	2,080
<b>Education, training, and library occupations</b> .....	32.20	29.83	1,293	1,128	40.2	55,983	46,351	1,739
Postsecondary teachers .....	65.60	56.02	3,008	1,956	45.8	134,431	64,944	2,049
Arts, communications, and humanities teachers, postsecondary .....	32.61	32.94	1,287	1,317	39.5	52,580	53,031	1,613
Primary, secondary, and special education school teachers .....	29.16	31.57	1,133	1,251	38.9	45,811	49,213	1,571
Elementary and middle school teachers .....	34.44	33.90	1,378	1,356	40.0	52,110	51,649	1,513
Elementary school teachers, except special education .....	34.39	33.80	1,376	1,352	40.0	52,059	51,649	1,514
Secondary school teachers .....	34.69	34.89	1,388	1,396	40.0	52,927	53,591	1,526
Secondary school teachers, except special and vocational education .....	34.69	34.89	1,388	1,396	40.0	52,927	53,591	1,526

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine, WI, October 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Other teachers and instructors .....	\$35.09	\$35.91	\$1,388	\$1,391	39.6	\$53,369	\$53,929	1,521
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.44	19.23	930	769	39.7	46,215	49,999	1,972
<b>Healthcare practitioner and technical occupations</b> .....	25.52	24.00	1,013	952	39.7	52,691	49,525	2,064
Registered nurses .....	26.53	26.32	1,046	1,037	39.4	54,372	53,914	2,050
Clinical laboratory technologists and technicians .....	15.71	13.81	625	552	39.8	32,522	28,714	2,070
<b>Healthcare support occupations</b> .....	12.82	12.33	498	478	38.8	25,905	24,856	2,020
Nursing, psychiatric, and home health aides .....	11.50	11.09	441	431	38.4	22,930	22,402	1,995
Nursing aides, orderlies, and attendants .....	11.51	11.09	441	433	38.3	22,952	22,506	1,994
<b>Protective service occupations</b> .....	17.59	18.00	723	689	41.1	37,511	35,838	2,132
Police officers .....	24.86	27.28	973	1,050	39.2	50,614	54,581	2,036
Police and sheriff's patrol officers ...	24.86	27.28	973	1,050	39.2	50,614	54,581	2,036
Security guards and gaming surveillance officers .....	13.02	11.00	518	440	39.8	26,863	22,880	2,063
Security guards .....	13.02	11.00	518	440	39.8	26,863	22,880	2,063
<b>Food preparation and serving related occupations</b> .....	7.65	7.75	276	271	36.0	14,275	14,103	1,867
Waiters and waitresses .....	3.23	2.47	106	69	32.9	5,521	3,596	1,711
<b>Building and grounds cleaning and maintenance occupations</b> .....	15.48	13.75	615	550	39.7	31,610	28,560	2,042
Building cleaning workers .....	11.72	10.85	467	434	39.8	24,284	22,568	2,072
Janitors and cleaners, except maids and housekeeping cleaners .....	12.78	12.39	510	497	39.9	26,497	25,834	2,073
Grounds maintenance workers .....	18.92	22.27	757	891	40.0	37,741	46,322	1,994
Landscaping and groundskeeping workers .....	18.91	22.27	756	891	40.0	37,641	46,322	1,990
<b>Personal care and service occupations</b> .....	15.93	13.91	595	529	37.3	28,750	27,364	1,805
<b>Sales and related occupations</b> .....	20.14	14.78	821	650	40.8	42,693	33,777	2,120
Retail sales workers .....	11.91	11.19	491	447	41.3	25,548	23,267	2,145
<b>Office and administrative support occupations</b> .....	15.81	15.00	627	591	39.6	32,340	30,680	2,045
Financial clerks .....	15.08	14.77	599	580	39.7	30,926	30,160	2,051
Bill and account collectors .....	13.41	13.50	536	540	40.0	26,131	23,404	1,949
Bookkeeping, accounting, and auditing clerks .....	15.23	15.00	604	600	39.7	31,402	31,200	2,062
Payroll and timekeeping clerks .....	16.20	15.56	640	622	39.5	33,287	32,359	2,054
Customer service representatives .....	17.55	15.83	701	633	39.9	36,443	32,928	2,077
Secretaries and administrative assistants .....	18.22	17.40	720	695	39.5	36,903	35,152	2,025
Executive secretaries and administrative assistants .....	20.57	21.92	811	846	39.4	42,091	43,971	2,046
Secretaries, except legal, medical, and executive .....	13.20	11.30	528	452	40.0	25,847	23,504	1,958
Office clerks, general .....	13.31	12.56	532	502	39.9	27,639	26,125	2,077
<b>Construction and extraction occupations</b> .....	22.78	21.13	911	845	40.0	45,963	41,600	2,017
Electricians .....	26.81	28.97	1,072	1,159	40.0	55,758	60,258	2,080

See footnotes at end of table.

Table 11. Full-time<sup>1</sup> civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine, WI, October 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Installation, maintenance, and repair occupations</b> .....	\$19.54	\$18.50	\$809	\$790	41.4	\$42,060	\$41,080	2,152
Automotive technicians and repairers .....	20.07	19.50	895	878	44.6	46,530	45,635	2,318
Industrial machinery installation, repair, and maintenance workers .....	19.74	21.93	790	877	40.0	41,068	45,614	2,080
Industrial machinery mechanics .....	22.88	21.93	915	877	40.0	47,593	45,614	2,080
<b>Production occupations</b> .....	16.04	16.25	642	650	40.0	33,335	33,800	2,079
First-line supervisors/managers of production and operating workers .....	23.32	23.98	937	975	40.2	48,725	50,700	2,090
Electrical, electronics, and electromechanical assemblers .....	15.60	12.76	624	510	40.0	32,439	26,541	2,080
Miscellaneous assemblers and fabricators .....	12.29	10.81	492	432	40.0	25,572	22,485	2,080
Computer control programmers and operators .....	19.21	20.26	768	810	40.0	39,958	42,139	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	17.31	17.92	693	717	40.0	36,010	37,274	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	18.64	18.49	746	740	40.0	38,768	38,459	2,080
Inspectors, testers, sorters, samplers, and weighers .....	14.97	12.25	599	490	40.0	30,808	25,480	2,057
Miscellaneous production workers .....	13.60	13.37	544	535	40.0	28,282	27,805	2,080
<b>Transportation and material moving occupations</b> .....	15.16	14.67	601	587	39.6	31,155	30,505	2,055
Driver/sales workers and truck drivers .....	17.43	16.18	700	647	40.2	36,419	33,659	2,089
Truck drivers, heavy and tractor-trailer .....	18.10	16.26	728	650	40.2	37,880	33,821	2,093
Truck drivers, light or delivery services .....	15.69	15.00	627	600	40.0	32,629	31,200	2,080
Industrial truck and tractor operators ..	15.81	14.67	632	587	40.0	32,609	30,505	2,063
Laborers and material movers, hand ..	10.62	10.18	428	407	40.3	22,253	21,176	2,096
Laborers and freight, stock, and material movers, hand .....	11.61	11.30	464	452	39.9	24,107	23,504	2,077

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine, WI, October 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$20.97	\$17.64	\$835	\$702	39.8	\$43,120	\$36,400	2,056
<b>Management occupations</b> .....	41.24	39.40	1,652	1,576	40.1	85,902	81,954	2,083
Marketing and sales managers .....	48.85	46.41	1,908	1,740	39.1	99,209	90,500	2,031
Marketing managers .....	47.52	46.41	1,852	1,740	39.0	96,323	90,500	2,027
Financial managers .....	33.84	34.36	1,337	1,289	39.5	69,527	67,002	2,055
Industrial production managers .....	42.15	40.17	1,708	1,694	40.5	88,811	88,088	2,107
Medical and health services managers .....	36.09	39.40	1,444	1,576	40.0	75,077	81,954	2,080
<b>Business and financial operations occupations</b> .....	29.05	26.95	1,158	1,078	39.9	60,219	56,046	2,073
Buyers and purchasing agents .....	27.19	28.69	1,087	1,148	40.0	56,549	59,671	2,080
Accountants and auditors .....	23.17	22.28	927	891	40.0	48,190	46,351	2,080
<b>Computer and mathematical science occupations</b> .....	29.95	29.17	1,203	1,167	40.2	62,575	60,682	2,089
Computer programmers .....	32.81	32.69	1,300	1,308	39.6	67,608	67,999	2,061
Computer software engineers .....	30.30	29.80	1,229	1,299	40.6	63,900	67,556	2,109
Computer support specialists .....	26.30	26.44	1,052	1,058	40.0	54,709	54,995	2,080
Computer systems analysts .....	33.12	33.79	1,331	1,352	40.2	69,208	70,283	2,089
<b>Architecture and engineering occupations</b> .....	28.95	28.59	1,162	1,144	40.1	60,427	59,467	2,087
Engineers .....	30.30	28.85	1,218	1,154	40.2	63,328	60,008	2,090
Industrial engineers, including health and safety .....	27.42	27.88	1,113	1,115	40.6	57,877	57,995	2,111
Industrial engineers .....	27.42	27.88	1,113	1,115	40.6	57,877	57,995	2,111
Engineering technicians, except drafters .....	25.74	26.87	1,030	1,075	40.0	53,544	55,896	2,080
Electrical and electronic engineering technicians .....	24.64	25.93	986	1,037	40.0	51,253	53,939	2,080
<b>Life, physical, and social science occupations</b> .....	27.41	25.00	1,096	1,000	40.0	57,015	52,000	2,080
<b>Community and social services occupations</b> .....	18.07	16.41	722	658	39.9	37,209	33,758	2,059
<b>Education, training, and library occupations</b> .....	29.99	10.50	1,216	404	40.5	59,425	21,840	1,981
Postsecondary teachers .....	67.82	67.80	3,174	1,665	46.8	145,766	61,367	2,149
Arts, communications, and humanities teachers, postsecondary .....	32.61	32.94	1,287	1,317	39.5	52,580	53,031	1,613
<b>Arts, design, entertainment, sports, and media occupations</b> .....	23.44	19.23	930	769	39.7	46,215	49,999	1,972
<b>Healthcare practitioner and technical occupations</b> .....	25.66	24.16	1,018	956	39.7	52,936	49,712	2,063
Registered nurses .....	26.63	26.55	1,049	1,045	39.4	54,543	54,340	2,048
Clinical laboratory technologists and technicians .....	15.71	13.81	625	552	39.8	32,522	28,714	2,070
<b>Healthcare support occupations</b> .....	12.81	12.24	497	473	38.8	25,847	24,586	2,017
Nursing, psychiatric, and home health aides .....	11.38	10.77	435	424	38.2	22,626	22,048	1,988
Nursing aides, orderlies, and attendants .....	11.40	10.82	436	424	38.2	22,646	22,048	1,987
<b>Protective service occupations</b> .....	13.03	11.14	519	448	39.8	26,898	23,005	2,064
Security guards and gaming surveillance officers .....	13.02	11.00	518	440	39.8	26,863	22,880	2,063
Security guards .....	13.02	11.00	518	440	39.8	26,863	22,880	2,063

See footnotes at end of table.

Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine, WI, October 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>Food preparation and serving related occupations</b> .....	\$7.58	\$7.75	\$274	\$271	36.1	\$14,254	\$14,103	1,880
Waiters and waitresses .....	3.23	2.47	106	69	32.9	5,521	3,596	1,711
<b>Building and grounds cleaning and maintenance occupations</b> .....	11.49	10.71	458	428	39.9	23,393	22,277	2,037
Building cleaning workers .....	10.61	10.71	423	428	39.9	21,995	22,277	2,073
Janitors and cleaners, except maids and housekeeping cleaners .....	11.51	11.17	459	448	39.9	23,881	23,296	2,074
<b>Personal care and service occupations</b> .....	15.83	13.79	589	526	37.2	28,329	27,364	1,789
<b>Sales and related occupations</b> .....	20.14	14.78	821	650	40.8	42,693	33,777	2,120
Retail sales workers .....	11.91	11.19	491	447	41.3	25,548	23,267	2,145
<b>Office and administrative support occupations</b> .....	15.77	14.99	625	590	39.6	32,377	30,680	2,054
Financial clerks .....	15.03	14.50	597	580	39.7	30,819	30,160	2,051
Bookkeeping, accounting, and auditing clerks .....	15.19	15.00	603	600	39.7	31,344	31,200	2,063
Payroll and timekeeping clerks .....	16.20	15.56	640	622	39.5	33,287	32,359	2,054
Customer service representatives .....	17.55	15.83	701	633	39.9	36,443	32,928	2,077
Secretaries and administrative assistants .....	18.57	17.67	735	706	39.6	38,224	36,712	2,059
Executive secretaries and administrative assistants .....	20.80	22.31	820	877	39.4	42,624	45,592	2,049
Office clerks, general .....	12.97	12.00	518	480	40.0	26,951	24,960	2,078
<b>Construction and extraction occupations</b> .....	22.74	20.00	909	800	40.0	45,835	41,600	2,015
Electricians .....	26.81	28.97	1,073	1,159	40.0	55,770	60,258	2,080
<b>Installation, maintenance, and repair occupations</b> .....	19.46	18.40	807	762	41.5	41,963	39,624	2,157
Industrial machinery installation, repair, and maintenance workers .....	19.60	21.93	784	877	40.0	40,767	45,614	2,080
Industrial machinery mechanics .....	22.88	21.93	915	877	40.0	47,593	45,614	2,080
<b>Production occupations</b> .....	16.02	16.25	641	650	40.0	33,310	33,800	2,079
First-line supervisors/managers of production and operating workers .....	23.32	23.98	937	975	40.2	48,725	50,700	2,090
Electrical, electronics, and electromechanical assemblers .....	15.60	12.76	624	510	40.0	32,439	26,541	2,080
Miscellaneous assemblers and fabricators .....	12.29	10.81	492	432	40.0	25,572	22,485	2,080
Computer control programmers and operators .....	19.21	20.26	768	810	40.0	39,958	42,139	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	17.31	17.92	693	717	40.0	36,010	37,274	2,080
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic .....	18.64	18.49	746	740	40.0	38,768	38,459	2,080
Inspectors, testers, sorters, samplers, and weighers .....	14.97	12.25	599	490	40.0	30,808	25,480	2,057
Miscellaneous production workers .....	13.60	13.37	544	535	40.0	28,282	27,805	2,080
<b>Transportation and material moving occupations</b> .....	15.20	14.67	602	587	39.6	31,218	30,505	2,054

See footnotes at end of table.

**Table 12. Full-time<sup>1</sup> private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine, WI, October 2006 — Continued**

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Driver/sales workers and truck drivers .....	\$17.33	\$16.18	\$696	\$647	40.2	\$36,209	\$33,659	2,090
Truck drivers, heavy and tractor-trailer .....	18.05	16.22	726	649	40.3	37,777	33,738	2,093
Truck drivers, light or delivery services .....	15.39	15.00	615	600	40.0	32,005	31,200	2,080
Industrial truck and tractor operators ..	15.81	14.67	632	587	40.0	32,609	30,505	2,063
Laborers and material movers, hand ..	10.90	10.18	440	407	40.3	22,859	21,176	2,098
Laborers and freight, stock, and material movers, hand .....	12.48	12.50	498	500	39.9	25,922	26,000	2,076

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 13. Full-time<sup>1</sup> State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Milwaukee-Racine, WI, October 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$26.09	\$23.81	\$1,044	\$964	40.0	\$48,317	\$47,008	1,852
<b>Management occupations</b> .....	40.41	40.41	1,682	1,730	41.6	79,383	78,985	1,965
Education administrators .....	44.08	44.40	1,793	1,776	40.7	81,526	79,000	1,849
Education administrators, elementary and secondary school .....	44.72	44.40	1,824	1,811	40.8	81,367	79,000	1,820
<b>Community and social services occupations</b> .....	20.57	18.37	821	735	39.9	42,310	38,210	2,057
Social workers .....	22.18	23.27	883	931	39.8	45,010	48,402	2,029
<b>Education, training, and library occupations</b> .....	34.73	34.89	1,381	1,396	39.8	52,933	53,333	1,524
Primary, secondary, and special education school teachers .....	35.04	34.89	1,402	1,396	40.0	53,493	53,414	1,527
Elementary and middle school teachers .....	34.90	34.90	1,396	1,396	40.0	53,244	52,935	1,526
Elementary school teachers, except special education .....	35.00	34.90	1,400	1,396	40.0	53,397	53,333	1,526
Secondary school teachers .....	35.44	34.89	1,418	1,396	40.0	54,211	53,591	1,529
Secondary school teachers, except special and vocational education .....	35.44	34.89	1,418	1,396	40.0	54,211	53,591	1,529
Other teachers and instructors .....	35.09	35.91	1,388	1,391	39.6	53,369	53,929	1,521
Teacher assistants .....	12.84	12.36	473	463	36.8	17,844	17,238	1,390
<b>Healthcare practitioner and technical occupations</b> .....	24.10	23.81	964	952	40.0	50,136	49,525	2,080
<b>Protective service occupations</b> .....	23.50	24.73	1,006	1,089	42.8	52,324	56,636	2,227
Police officers .....	24.86	27.28	973	1,050	39.2	50,614	54,581	2,036
Police and sheriff's patrol officers ...	24.86	27.28	973	1,050	39.2	50,614	54,581	2,036
<b>Building and grounds cleaning and maintenance occupations</b> .....	20.68	22.27	818	891	39.5	42,403	46,322	2,050
Building cleaning workers .....	15.89	16.07	632	643	39.8	32,878	33,426	2,069
<b>Office and administrative support occupations</b> .....	16.66	16.80	656	670	39.3	31,711	30,534	1,903
Secretaries and administrative assistants .....	15.85	16.50	617	649	38.9	28,852	27,840	1,821
Office clerks, general .....	15.23	14.35	607	574	39.8	31,545	29,848	2,072
<b>Construction and extraction occupations</b> .....	23.88	22.88	955	915	40.0	49,660	47,595	2,080
<b>Installation, maintenance, and repair occupations</b> .....	20.95	20.80	838	832	40.0	43,569	43,264	2,080
<b>Transportation and material moving occupations</b> .....	14.39	8.29	576	332	40.0	29,937	17,239	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 14. **Size of establishment: Mean hourly earnings<sup>1</sup> of private industry establishments for major occupational groups, Milwaukee-Racine, WI, October 2006**

Occupational group <sup>2</sup>	Total	1-99 workers	100-499 workers	500 workers or more
<b>All workers</b> .....	\$19.42	\$18.04	\$17.48	\$24.94
Management, professional, and related .....	30.94	27.02	29.49	35.84
Management, business, and financial .....	37.25	31.44	34.22	44.24
Professional and related .....	28.14	25.30	27.28	31.77
Service .....	9.71	8.32	9.61	11.87
Sales and office .....	15.38	15.60	14.25	16.86
Sales and related .....	16.50	19.36	12.78	—
Office and administrative support .....	14.97	14.02	15.08	16.86
Natural resources, construction, and maintenance .....	21.37	20.79	21.83	24.42
Construction and extraction .....	22.74	21.59	—	—
Installation, maintenance, and repair .....	19.45	19.53	17.94	24.95
Production, transportation, and material moving .....	15.32	15.88	14.02	18.11
Production .....	15.83	16.14	15.48	16.16
Transportation and material moving .....	14.44	15.43	11.49	21.83
	Relative error <sup>3</sup> (percent)			
<b>All workers</b> .....	3.4	6.3	5.8	5.5
Management, professional, and related .....	3.0	6.0	4.3	5.5
Management, business, and financial .....	7.1	9.6	6.9	8.9
Professional and related .....	2.1	7.3	4.6	3.4
Service .....	6.7	19.0	4.3	5.5
Sales and office .....	7.8	11.9	6.7	3.7
Sales and related .....	20.8	26.3	15.5	—
Office and administrative support .....	3.4	4.4	9.6	3.7
Natural resources, construction, and maintenance .....	2.9	9.9	14.7	5.8
Construction and extraction .....	5.3	17.6	—	—
Installation, maintenance, and repair .....	3.9	5.0	8.7	6.8
Production, transportation, and material moving .....	5.0	4.6	7.4	7.1
Production .....	6.8	5.4	8.4	12.4
Transportation and material moving .....	7.0	6.3	5.4	16.6

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Milwaukee-Racine, WI, October 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$19.56	\$16.87	\$778	\$665	39.8	\$40,333	\$34,528	2,062
<b>Management occupations</b> .....	32.06	28.41	1,298	1,137	40.5	67,471	59,099	2,105
<b>Computer and mathematical science occupations</b> .....	30.18	29.17	1,217	1,167	40.3	63,269	60,682	2,096
<b>Education, training, and library occupations</b> .....	9.89	9.73	374	355	37.8	19,128	19,698	1,934
<b>Arts, design, entertainment, sports, and media occupations</b> .....	13.65	12.26	546	491	40.0	28,383	25,509	2,080
<b>Food preparation and serving related occupations</b> .....	7.01	7.75	249	271	35.5	12,933	14,103	1,844
<b>Sales and related occupations</b> .....	24.08	19.05	996	856	41.4	51,776	44,516	2,151
<b>Office and administrative support occupations</b> ....	14.59	14.42	579	565	39.7	29,875	29,386	2,048
Financial clerks .....	13.91	13.50	555	540	39.9	28,374	28,080	2,040
Bookkeeping, accounting, and auditing clerks ...	13.14	11.83	524	508	39.9	27,249	26,437	2,074
Customer service representatives .....	15.34	15.83	612	633	39.9	31,835	32,928	2,075
<b>Construction and extraction occupations</b> .....	21.59	20.00	864	800	40.0	44,794	41,600	2,075
<b>Installation, maintenance, and repair occupations</b> .....	19.54	18.40	808	736	41.3	42,010	38,272	2,150
<b>Production occupations</b> .....	16.38	16.25	655	650	40.0	33,968	33,800	2,074
<b>Transportation and material moving occupations</b> .....	15.75	15.36	635	614	40.3	32,843	31,949	2,086
Driver/sales workers and truck drivers .....	16.59	15.60	664	624	40.0	34,508	32,448	2,080

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Milwaukee-Racine, WI, October 2006

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
<b>All workers</b> .....	\$22.08	\$18.48	\$880	\$739	39.9	\$45,316	\$38,355	2,052
<b>Management occupations</b> .....	47.87	44.10	1,904	1,740	39.8	98,990	90,500	2,068
Marketing and sales managers .....	48.77	46.41	1,903	1,740	39.0	98,977	90,500	2,029
<b>Business and financial operations occupations</b> ...	29.37	26.01	1,164	1,040	39.6	60,520	54,101	2,060
Buyers and purchasing agents .....	27.19	28.69	1,087	1,148	40.0	56,549	59,671	2,080
Accountants and auditors .....	23.17	22.28	927	891	40.0	48,190	46,351	2,080
<b>Computer and mathematical science occupations</b> .....	29.70	28.85	1,189	1,161	40.0	61,828	60,356	2,082
Computer software engineers .....	29.06	27.32	1,162	1,093	40.0	60,446	56,826	2,080
Computer systems analysts .....	32.60	33.79	1,310	1,352	40.2	68,141	70,283	2,090
<b>Architecture and engineering occupations</b> .....	29.09	27.88	1,169	1,115	40.2	60,762	57,995	2,089
Engineers .....	31.05	30.77	1,251	1,234	40.3	65,035	64,185	2,094
Industrial engineers, including health and safety .....	27.42	27.88	1,113	1,115	40.6	57,877	57,995	2,111
Industrial engineers .....	27.42	27.88	1,113	1,115	40.6	57,877	57,995	2,111
Engineering technicians, except drafters .....	25.74	26.87	1,030	1,075	40.0	53,544	55,896	2,080
Electrical and electronic engineering technicians .....	24.64	25.93	986	1,037	40.0	51,253	53,939	2,080
<b>Life, physical, and social science occupations</b> .....	32.19	24.29	1,288	972	40.0	66,951	50,523	2,080
<b>Community and social services occupations</b> .....	18.07	16.41	722	658	39.9	37,209	33,758	2,059
<b>Education, training, and library occupations</b> .....	60.87	52.45	2,773	1,436	45.6	125,287	58,920	2,058
Postsecondary teachers .....	67.82	67.80	3,174	1,665	46.8	145,766	61,367	2,149
Arts, communications, and humanities teachers, postsecondary .....	32.61	32.94	1,287	1,317	39.5	52,580	53,031	1,613
<b>Arts, design, entertainment, sports, and media occupations</b> .....	31.10	33.65	1,227	1,346	39.5	58,932	60,029	1,895
<b>Healthcare practitioner and technical occupations</b> .....	22.26	22.89	881	881	39.6	45,822	45,816	2,059
Registered nurses .....	26.65	25.04	1,045	1,002	39.2	54,355	52,079	2,040
Clinical laboratory technologists and technicians ...	15.71	13.81	625	552	39.8	32,522	28,714	2,070
<b>Healthcare support occupations</b> .....	12.03	11.43	463	450	38.5	24,100	23,421	2,003
Nursing, psychiatric, and home health aides .....	11.38	10.77	435	424	38.2	22,626	22,048	1,988
Nursing aides, orderlies, and attendants .....	11.40	10.82	436	424	38.2	22,646	22,048	1,987
<b>Protective service occupations</b> .....	13.03	11.14	519	448	39.8	26,898	23,005	2,064
Security guards and gaming surveillance officers ...	13.02	11.00	518	440	39.8	26,863	22,880	2,063
Security guards .....	13.02	11.00	518	440	39.8	26,863	22,880	2,063
<b>Food preparation and serving related occupations</b> .....	9.94	10.52	390	382	39.3	20,303	19,885	2,043
<b>Building and grounds cleaning and maintenance occupations</b> .....	10.56	10.65	421	426	39.9	21,458	21,736	2,032
Building cleaning workers .....	10.61	10.71	423	428	39.9	21,995	22,277	2,073
Janitors and cleaners, except maids and housekeeping cleaners .....	11.51	11.17	459	448	39.9	23,881	23,296	2,074
<b>Personal care and service occupations</b> .....	14.14	11.98	467	479	33.0	20,276	22,880	1,434
<b>Sales and related occupations</b> .....	14.81	12.85	592	514	40.0	30,800	26,734	2,079
<b>Office and administrative support occupations</b> ....	16.81	16.06	666	642	39.6	34,617	33,405	2,059
Financial clerks .....	15.82	15.48	626	618	39.6	32,578	32,136	2,059
Bookkeeping, accounting, and auditing clerks ...	16.89	16.07	667	642	39.5	34,699	33,405	2,055
Customer service representatives .....	20.54	24.36	821	975	40.0	42,692	50,675	2,079

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time<sup>1</sup> private industry workers, Milwaukee-Racine, WI, October 2006 — Continued

Occupation <sup>2</sup>	Hourly earnings <sup>3</sup>		Weekly earnings <sup>4</sup>			Annual earnings <sup>5</sup>		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Secretaries and administrative assistants .....	\$18.98	\$17.44	\$752	\$695	39.6	\$39,115	\$36,130	2,061
Executive secretaries and administrative assistants .....	20.86	21.92	825	857	39.6	42,920	44,538	2,058
Office clerks, general .....	14.66	13.85	585	533	39.9	30,417	27,706	2,075
<b>Construction and extraction occupations .....</b>	<b>24.59</b>	<b>25.11</b>	<b>982</b>	<b>1,005</b>	<b>39.9</b>	<b>47,383</b>	<b>51,501</b>	<b>1,927</b>
<b>Installation, maintenance, and repair occupations .....</b>	<b>19.36</b>	<b>19.03</b>	<b>806</b>	<b>850</b>	<b>41.6</b>	<b>41,905</b>	<b>44,200</b>	<b>2,165</b>
Industrial machinery installation, repair, and maintenance workers .....	19.21	21.19	769	848	40.0	39,962	44,075	2,080
Industrial machinery mechanics .....	23.01	21.93	920	877	40.0	47,858	45,614	2,080
<b>Production occupations .....</b>	<b>15.82</b>	<b>16.05</b>	<b>633</b>	<b>642</b>	<b>40.0</b>	<b>32,936</b>	<b>33,384</b>	<b>2,082</b>
First-line supervisors/managers of production and operating workers .....	21.28	20.84	858	834	40.3	44,620	43,347	2,097
Electrical, electronics, and electromechanical assemblers .....	16.76	16.67	670	667	40.0	34,852	34,674	2,080
Miscellaneous assemblers and fabricators .....	13.18	10.81	527	432	40.0	27,420	22,485	2,080
Computer control programmers and operators .....	19.36	20.26	774	810	40.0	40,270	42,139	2,080
Machine tool cutting setters, operators, and tenders, metal and plastic .....	18.04	18.22	721	729	40.0	37,516	37,898	2,080
Inspectors, testers, sorters, samplers, and weighers .....	11.97	10.50	479	420	40.0	24,901	21,840	2,080
Miscellaneous production workers .....	12.58	7.55	503	302	40.0	26,160	15,704	2,080
<b>Transportation and material moving occupations .....</b>	<b>14.80</b>	<b>12.50</b>	<b>579</b>	<b>520</b>	<b>39.1</b>	<b>30,060</b>	<b>26,189</b>	<b>2,031</b>
Driver/sales workers and truck drivers .....	19.31	16.26	786	650	40.7	40,853	33,821	2,115
Truck drivers, heavy and tractor-trailer .....	18.21	16.26	743	650	40.8	38,644	33,821	2,122
Industrial truck and tractor operators .....	16.44	15.54	658	621	40.0	34,191	32,317	2,080
Laborers and material movers, hand .....	11.16	10.55	446	412	39.9	23,192	21,442	2,077
Laborers and freight, stock, and material movers, hand .....	12.49	12.50	499	500	39.9	25,941	26,000	2,076

<sup>1</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>2</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>3</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>4</sup> Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

<sup>5</sup> Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 17. Union<sup>1</sup> and nonunion workers: Mean hourly earnings<sup>2</sup> for major occupational groups, Milwaukee-Racine, WI, October 2006

Occupational group <sup>3</sup>	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	\$23.27	\$22.06	\$25.16	\$19.18	\$19.09	\$24.04
Management, professional, and related .....	29.79	28.04	30.07	31.00	31.00	31.02
Management, business, and financial .....	33.18	—	—	37.56	37.41	40.52
Professional and related .....	29.44	27.55	29.68	28.04	28.15	24.55
Service .....	17.35	13.00	20.38	9.41	9.32	14.94
Sales and office .....	19.59	21.11	16.50	15.05	15.04	15.72
Sales and related .....	—	—	—	16.69	16.69	—
Office and administrative support .....	20.47	22.64	16.50	14.42	14.41	15.72
Natural resources, construction, and maintenance ....	27.47	28.15	22.22	17.91	17.89	—
Construction and extraction .....	28.57	28.87	—	17.21	17.16	—
Installation, maintenance, and repair .....	23.71	24.86	20.95	18.52	18.52	—
Production, transportation, and material moving .....	19.68	19.65	—	14.36	14.38	12.76
Production .....	18.57	18.54	—	15.29	15.29	—
Transportation and material moving .....	21.25	21.27	—	12.73	12.72	12.75
	Relative error <sup>4</sup> (percent)					
<b>All workers</b> .....	3.4	5.6	0.6	3.8	3.9	4.3
Management, professional, and related .....	1.7	9.2	1.3	3.0	3.1	4.7
Management, business, and financial .....	14.2	—	—	6.7	7.1	3.2
Professional and related .....	2.1	13.2	1.8	2.2	2.2	6.9
Service .....	3.8	9.0	1.7	7.1	7.4	11.0
Sales and office .....	8.1	9.9	2.8	8.4	8.5	7.6
Sales and related .....	—	—	—	21.2	21.2	—
Office and administrative support .....	6.1	5.2	2.8	3.0	3.0	7.6
Natural resources, construction, and maintenance ....	1.0	1.1	4.0	3.9	3.9	—
Construction and extraction .....	.7	.7	—	6.1	6.1	—
Installation, maintenance, and repair .....	2.4	3.4	2.3	3.7	3.7	—
Production, transportation, and material moving .....	8.7	8.9	—	6.6	6.7	31.6
Production .....	6.1	6.2	—	8.1	8.1	—
Transportation and material moving .....	13.5	14.2	—	6.2	6.4	32.0

<sup>1</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>3</sup> Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more

information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 18. Time and incentive workers<sup>1</sup>: Mean hourly earnings<sup>2</sup> for major occupational groups, Milwaukee-Racine, WI, October 2006

Occupational group <sup>3</sup>	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
<b>All workers</b> .....	\$19.83	\$19.35	\$20.53	\$20.53
Management, professional, and related .....	30.88	30.99	—	—
Management, business, and financial .....	37.69	37.60	—	—
Professional and related .....	28.27	28.14	—	—
Service .....	10.99	9.42	—	—
Sales and office .....	14.22	14.13	23.49	23.49
Sales and related .....	10.14	10.14	24.99	24.99
Office and administrative support .....	15.05	14.98	—	—
Natural resources, construction, and maintenance .....	21.71	21.68	—	—
Construction and extraction .....	—	22.74	—	—
Installation, maintenance, and repair .....	19.91	19.84	—	—
Production, transportation, and material moving .....	15.31	15.32	15.46	15.46
Production .....	15.80	15.79	17.22	17.22
Transportation and material moving .....	14.49	14.50	—	—
	Relative error <sup>4</sup> (percent)			
<b>All workers</b> .....	2.7	3.0	15.3	15.3
Management, professional, and related .....	2.6	3.0	—	—
Management, business, and financial .....	6.7	7.3	—	—
Professional and related .....	1.7	2.1	—	—
Service .....	4.8	6.7	—	—
Sales and office .....	3.7	3.8	20.9	20.9
Sales and related .....	4.5	4.5	20.3	20.3
Office and administrative support .....	3.4	3.6	—	—
Natural resources, construction, and maintenance .....	2.9	3.0	—	—
Construction and extraction .....	—	5.3	—	—
Installation, maintenance, and repair .....	4.9	5.2	—	—
Production, transportation, and material moving .....	5.4	5.5	15.1	15.1
Production .....	7.3	7.4	7.9	7.9
Transportation and material moving .....	7.1	7.4	—	—

<sup>1</sup> Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>2</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

<sup>3</sup> Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

# Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all of the steps required to produce the data.

## Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

### Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments employing 50 or more workers. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The Milwaukee–Racine, WI, Metropolitan Statistical Area includes Milwaukee, Ozaukee, Racine, Washington, and Waukesha Counties.

### Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

### Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

## Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

### Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time or part-time, union or nonunion, and time or incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria

identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

### **Occupational leveling**

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

### **Combined work levels**

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

## Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

## Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

## Definition of terms

*Full-time worker.* Any employee whom the employer considers to be full time.

*Part-time worker.* Any employee whom the employer considers to be part time.

*Time-based worker.* Any employee whose earnings are solely tied to an hourly rate or salary.

*Incentive worker.* Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

*Nonunion worker.* An employee in an occupation not meeting the conditions for union coverage.

*Union worker.* Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

*Level.* A ranking within an occupation based on the requirements of the position.

## Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

## Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member during the initial interview, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

### **Estimation**

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, poststratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

### **Percentiles**

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

### **Data reliability**

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

*Sampling errors* occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

*Nonsampling errors* also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers<sup>1</sup> represented by the survey, Milwaukee-Racine, WI, October 2006**

Occupational group <sup>2</sup>	Civilian workers	Private industry workers	State and local government workers
<b>All workers</b> .....	873,000	788,800	84,200
Management, professional, and related .....	244,900	196,600	48,300
Management, business, and financial .....	63,100	57,700	5,500
Professional and related .....	181,700	138,900	42,800
Service .....	176,500	153,800	22,600
Sales and office .....	207,200	200,000	7,100
Sales and related .....	61,300	61,300	–
Office and administrative support .....	145,900	138,800	7,100
Natural resources, construction, and maintenance ....	75,000	71,700	3,300
Construction and extraction .....	44,000	42,600	1,500
Installation, maintenance, and repair .....	31,000	29,200	1,800
Production, transportation, and material moving .....	169,500	166,600	2,900
Production .....	102,200	101,900	–
Transportation and material moving .....	67,300	64,700	2,600

<sup>1</sup> The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

<sup>2</sup> Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Appendix table 2. **Survey establishment response, Milwaukee-Racine, WI, October 2006**

Establishments	Total	Private industry	State and local government
Total in sampling frame <sup>1</sup> .....	29,741	29,641	100
Total in sample .....	404	372	32
Responding .....	214	184	30
Refused or unable to provide data .....	153	151	2
Out of business or not in survey scope .....	37	37	0

<sup>1</sup> The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.